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SEVENTEENTH ANNUAL

RANK-ORDER DISTRIBUTION

OF

ADMINISTRATIVE SALARIES

PAID

1983-84

THIS REPORT SUMMARIZES THE RESULTS
OF A QUESTIONNAIRE STUDY
OF ADMINISTRATIVE SALARIES
IN ONE HUNDRED THIRTY-THREE STATE-SUPPORTED
UNIVERSITIES REPRESENTING FORTY-FIVE STATES
AND THIRTY-THREE UNIVERSITY SYSTEMS
REPRESENTING TWENTY-EIGHT STATES

OFFICE OF INSTITUTIONAL RESEARCH

UNIVERSITY OF ARKANSAS

DECEMBER 31, 1983

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

INTRODUCTION

This study is the seventeenth annual administrative salary survey conducted by the University of Arkansas. The universities invited to participate comprise a representative group of public, doctoral-granting institutions. To provide anonymity, the universities are not identified with their salaries. Also, when the number of respondents for a particular position was less then three, the data were omitted.

The salaries are distributed in rank order to facilitate comparisons of a participant's relative standing with other universities. A salary enclosed in parentheses identifies that salary as being paid for a position with a dual function. Salaries within parentheses are included in the position average. If two salaries were reported for one position, both salaries are included under that position title. Several salaries in Table I are also coded with an asterisk. The asterisk indicates that the salary is from an institution which is a member of the National Association of State Universities and Land-Grant Colleges (NASLUGC).

Salaries are reported only for full-time administrators. The study includes officers whose responsibilities and function range from the director of a single office to the university president. Reporting guidelines provided with the questionnaire have enabled the inclusion of these salary data, with few exceptions, exactly as reported by the responding institutions.

The University of Arkansas wishes to thank all respondents for participating. The primary purpose of this study has always been to provide comparable and comprehensive information in a timely manner that will be useful to participants, particularly in the preparation of annual budget requests.

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

DESCRIPTION

TABLE I

The first section provides the ranking of salaries paid among all participating universities. Questionnaires were sent to one hundred sixty-four universities in fifty states. From this group, replies were received from one hundred thirty-three institutions in forty-five states.

Several salaries in this section have been printed with an asterisk. The asterisk indicates that the salary is from a university which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC).

TABLE II

The second section is a series of tables showing the salaries paid among the one hundred thirty-three participants arranged into the nine regions defined by the Equal Employment Opportunity Commission (the New York and Boston regions are combined). The responding universities in each region are enumerated at the beginning of the appropriate section.

TABLE III

The third section of the study is a table of salaries paid to university system officers. For purposes of this survey, a university system is defined as one which has a separate administrative structure for a system of multiple general academic institutions, at least one of which has offerings at the doctorate-granting level. Questionnaires were sent to forty-one university systems in thirty-three states, and replies were received from thirty-three university systems in twenty-eight states.

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TABLE I — A Rank-Order Distribution of Twelve-Month Administrative Salaries Paid Among One Hundred Thirty-Three Universities in Forty-Five States 1

President (Chancellor) 4

Academic Officers 5

Business Officers 9

Student Affairs Officers 14

Administrative Officers 21

Public Relations/Development 25

Research Officers 29

Deans (Directors) 31

TABLE II — A Rank-Order Distribution of Twelve-Month Administrative Salaries Paid Among One Hundred Thirty-Three Universities in Forty-Five States by Equal Employment Opportunity Regions:

Atlanta Region 41

Chicago Region 53

Dallas Region 65

Denver Region 75

Kansas City Region 82

New York and Boston Regions 88

Philadelphia Region 94

San Francisco Region 101

Seattle Region 107

TABLE III — A Rank-Order Distribution of Twelve Month Administrative Salaries Paid Among Thirty-Three University Systems in Twenty-Eight States 113

TABLE I

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-THREE UNIVERSITIES
IN FORTY-FIVE STATES

This table summarizes the data for one hundred thirty-three universities in forty-five states. For making these data avilable, the University of Arkansas is grateful to the following universities:

*Arizona State University
*Auburn University
Ball State University
Bowling Green State University
California State University, Los Angeles
Central Michigan University
Central Missouri State University
City University of New York Bernard Baruch College
City University of New York Brooklyn College
*Clemson University
Cleveland State University
College of William and Mary
Colorado School of Mines
*Colorado State University
East Tennessee State University
East Texas State University
*Georgia Institute of Technology
Georgia State University
Idaho State University
Illinois State University
Indiana State University
Indiana University of Pennsylvania
Indiana University - Purdue University at Indianapolis
*Indiana University Bloomington
*Iowa State University of Science and Technology
*Kansas State University
*Kent State University
Lamar University
*Louisiana State University
Louisiana Tech University
Memphis State University
*Miami University
*Michigan State University
Middle Tennessee State University
*Mississippi State University
*Montana State University
Morgan State University
New Mexico Institute of Mining and Technology
*New Mexico State University
*North Carolina State University at Raleigh
*North Dakota State University
North Texas State University
Northeast Louisiana University
Northern Arizona University
Northern Illinois University
Oakland University
*Ohio State University
*Ohio University
*Oklahoma State University
*Oregon State University
Sam Houston State University
South Dakota School of Mines and Technology
*South Dakota State University
*Southern Illinois University at Carbondale
Southern Illinois University at Edwardsville
*State University of New York - Albany
*State University of New York - Binghampton
*State University of New York - Stony Brook
Stephen F. Austin State University
Tennessee Technological University
Texas A & I University

* Member of National Association of State Universities and Land-Grant Colleges.

TABLE I (Continued)

*Texas A & M University
*Texas Tech University
University of Akron
*University of Alabama
*University of Alabama in Birmingham
University of Alabama in Huntsville
University of Alaska at Fairbanks
*University of Arkansas
*University of Arizona
*University of California, Davis
*University of California, Riverside
University of California, Santa Barbara
*University of Cincinnati
University of Colorado at Boulder
*University of Colorado at Denver
*University of Connecticut
*University of Florida
*University of Georgia
*University of Idaho
*University of Illinois at Chicago
*University of Illinois at Urbana-Champaign
*University of Kansas at Lawrence
*University of Kentucky
*University of Louisville
University of Lowell
*University of Maine at Orono
University of Maryland Baltimore County
*University of Maryland at College Park
*University of Michigan
*University of Mississippi
*University of Missouri - Columbia
*University of Missouri - Kansas City
*University of Missouri - Rolla
University of Missouri - St. Louis
*University of Montana
*University of Nebraska - Lincoln
*University of Nebraska at Omaha
University of Nevada, Las Vegas
*University of Nevada, Reno
*University of New Hampshire
*University of New Mexico
University of New Orleans
*University of North Carolina at Chapel Hill
University of North Carolina at Greensboro
University of North Dakota
University of Northern Colorado
University of Northern Iowa
*University of Oklahoma
*University of Oregon
University of South Alabama
*University of South Carolina, Columbia
University of Southern Mississippi
University of Southwestern Louisiana
*University of Tennessee - Knoxville
University of Texas at Arlington
*University of Texas at Austin
University of Texas at Dallas
University of Texas at El Paso
University of Toledo
*University of Utah
*University of Vermont
*University of Virginia

* Member of National Association of State Universities and Land-Grant Colleges.

TABLE I (Continued)

*University of Wisconsin
at Madison
*University of Wisconsin
at Milwaukee
*University of Wyoming
*Utah State University
*Virginia Commonwealth University
*Virginia Polytechnic Institute and
State University
*Washington State University
*West Virginia University
Western Michigan University
Wichita State University

* Member of National Association of State Universities and Land-Grant Colleges.

TABLE I (Continued)

PRESIDENT OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	92,760 *
2	86,100 *
3	86,000 *
4	84,750 *
5	84,200 *
6	82,751 *
7	82,500
8	80,000 *
9	79,680 *
10	79,500 *
11	78,588 *
12	78,500 *
13	75,000 *
14	72,828 *
15	71,463 *
16	68,970 *
AVERAGE	80,224

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	131,250 *
2	121,000 *
3	114,400 *
4	97,100
5	96,500 *
6	94,500
7	94,036
8	92,700 *
9	91,100
10	91,100 *
11	90,500 *
12	90,000 *
13	89,500 *
14	89,500 *
15	89,500 *
16	88,855 *
17	88,000
18	87,950 *
19	87,500
20	87,000 *
21	86,213 *
22	86,213 *
23	86,000 *
24	85,867 *
25	85,000 *
26	84,750 *
27	84,000 *
28	84,000 *
29	84,000
30	84,000 *
31	83,350 *
32	83,016 *
33	82,500
34	82,000 *
35	81,855
36	81,280 *
37	80,496 *
38	80,250 *
39	79,300 *
40	78,000
41	78,000
42	78,000 *
43	77,650
44	76,875 *
45	76,164 *
46	75,000
47	74,550 *
48	74,500 *
49	74,500 *
50	74,500
51	73,900 *
52	73,500
53	73,000 *
54	73,000
55	72,940
56	72,820 *
57	72,660 *
58	72,528 *
59	72,528 *
60	72,000
61	71,500 *
62	71,463 *
63	71,050
64	71,000
65	70,260
66	70,000
67	70,000 *
68	70,000
69	69,702 *
70	69,620 *
71	69,620 *
72	69,500
73	68,970 *
74	68,970 *
75	68,800 *
76	68,511
77	68,511
78	68,511
79	68,000 *
80	68,000
81	67,880
82	67,569 *
83	67,568
84	67,536 *
85	67,500 *
86	67,275 *
87	67,080 *
88	66,525
89	66,525
90	66,240 *
91	65,865 *
92	65,400
93	64,625 *
94	64,430 *
95	63,000
96	63,000 *
97	62,600 *
98	61,500
99	60,639 *
100	60,180 *
101	60,139
102	59,988 *
103	58,500 *
104	58,500
105	57,604 *
106	56,856
107	56,360
108	54,700
109	54,700
110	54,500
111	54,500
112	52,997 *
113	51,636 *
114	51,400
AVERAGE	74,912

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1983-1984

TABLE I (Continued)

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	(89,810)*
2	(88,500)*
3	86,902
4	(84,360)*
5	84,000 *
6	83,728 *
7	82,000 *
8	82,000 *
9	81,000 *
10	(80,400)*
11	(80,000)*
12	77,647 *
13	77,000 *
14	76,872 *
15	76,700
16	76,124 *
17	75,600 *
18	75,300 *
19	75,000 *
20	74,000
21	74,000 *
22	72,800
23	72,350 *
24	72,000 *
25	(71,500)*
26	71,500
27	71,000 *
28	71,000 *
29	71,000
30	71,000 *
31	70,800 *
32	69,768 *
33	(69,600)*
34	68,500 *
35	68,250 *
36	68,244
37	68,228 *
38	68,227 *
39	67,400 *
40	(67,300)
41	66,500 *
42	66,200 *
43	66,000
44	65,460 *
45	65,296 *
46	65,124 *
47	64,600
48	64,560 *
49	64,067 *
50	64,030 *
51	63,852
52	63,750
53	63,000
54	63,000
55	62,500 *
56	62,500 *
57	61,640 *
58	61,600 *
59	61,500
60	61,500
61	61,325 *
62	60,938 *
63	60,888
64	60,610
65	60,000
66	60,000 *
67	60,000 *
68	59,850 *
69	59,300
70	59,000 *
71	59,000
72	58,980 *
73	58,543 *
74	58,500
75	58,400
76	58,152
77	58,000 *
78	57,480 *
79	57,375
80	57,100 *
81	56,889
82	56,650 *
83	(56,544)
84	56,501 *
85	56,101 *
86	55,500
87	55,100 *
88	(55,008)
89	54,912 *
90	54,500
91	54,500
92	54,242 *
93	54,144
94	52,920 *
95	50,500
96	50,150
97	50,008
98	49,591
99	48,518 *
100	(48,098)
101	48,000
102	47,713 *
103	47,500
104	47,448 *
AVERAGE	64,733

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	(89,810)
2	(88,510)*
3	(88,500)*
4	(84,360)*
5	81,000 *
6	(80,400)*
7	75,075 *
8	75,000 *
9	74,000 *
10	71,800
11	(71,500)*
12	71,000 *
13	70,920 *
14	70,000 *
15	70,000 *
16	69,800
17	(69,600)*
18	68,700 *
19	68,000 *
20	67,500 *
21	(67,300)
22	66,000 *
23	65,000 *
24	63,845
25	63,550
26	62,353
27	62,276
28	62,000
29	62,000 *
30	59,000
31	(56,544)
32	55,200 *
33	(55,008)
34	53,480 *
35	51,994 *
36	51,800 *
37	(48,098)
38	47,303 *
39	46,353 *
40	36,996 *
AVERAGE	66,039

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE I (Continued)

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	75,352 *
2	73,819
3	68,000 *
4	66,570 *
5	65,300 *
6	63,223 *
7	62,700 *
8	60,800 *
9	60,800
10	60,500 *
11	59,550
12	59,500 *
13	59,030 *
14	58,300 *
15	58,100 *
16	58,000
17	58,000 *
18	58,000 *
19	57,733 *
20	57,000 *
21	57,000 *
22	56,800 *
23	56,160 *
24	56,035
25	56,023 *
26	56,000
27	56,000 *
28	56,000 *
29	55,500
30	55,500 *
31	55,489 *
32	55,205 *
33	54,900 *
34	54,720 *
35	54,396 *
36	54,200
37	54,145 *
38	54,120 *
39	53,600 *
40	53,600 *
41	53,500 *
42	53,375 *
43	53,244
44	53,000
45	52,800 *
46	52,580
47	52,536 *
48	52,400 *
49	52,140 *
50	51,800 *
51	51,570 *
52	51,180 *
53	51,050 *
54	51,000
55	51,000 *
56	50,942 *
57	50,533 *
58	50,336 *
59	50,336 *
60	50,290 *
61	50,260
62	50,144
63	50,100 *
64	50,000 *
65	49,950 *
66	49,623 *
67	49,500 *
68	49,500 *
69	49,032 *
70	49,000 *
71	48,950 *
72	48,794
73	48,750 *
74	48,200 *
75	48,072
76	48,000 *
77	48,000
78	48,000 *
79	48,000
80	47,794
81	47,655
82	47,610
83	47,154 *
84	47,000
85	47,000 *
86	46,792 *
87	46,600 *
88	46,572
89	46,533
90	46,245 *
91	45,750 *
92	45,550 *
93	45,500
94	45,325
95	45,000
96	44,554
97	44,500 *
98	44,000 *
99	43,795
100	43,048 *
101	43,000
102	43,000 *
103	42,800
104	42,700 *
105	42,576
106	42,420 *
107	42,420
108	42,000
109	41,784
110	41,600 *
111	41,580 *
112	41,539
113	41,112
114	40,939
115	40,575 *
116	40,020
117	39,653 *
118	39,000 *
119	39,000
120	38,500 *
121	38,480
122	38,002
123	36,850
124	35,640
125	32,380 *
126	30,833
127	29,989 *
128	24,500 *
AVERAGE	49,766

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1983-1984

TABLE I (Continued)

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY	
1	57,240	*
2	(56,210)	
3	55,400	*
4	52,100	*
5	49,990	*
6	49,900	*
7	47,943	*
8	46,000	*
9	45,029	*
10	(45,000)	*
11	45,000	*
12	44,517	*
13	44,100	*
14	43,969	*
15	43,014	
16	43,000	*
17	41,500	*
18	41,500	*
19	41,100	*
20	40,921	*
21	40,500	
22	40,500	*
23	40,444	*
24	40,404	
25	40,000	*
26	38,940	*
27	38,700	*
28	38,380	
29	38,000	*
30	37,920	*
31	37,700	*
32	37,700	
33	37,680	*
34	37,626	
35	37,500	*
36	37,250	
37	37,008	*
38	37,000	
39	37,000	*
40	36,770	*
41	36,700	*
42	36,500	*
43	36,000	
44	35,985	*
45	35,600	*
46	(35,000)	*
47	35,000	*
48	34,023	*
[illegible]	34,000	
50	33,675	*
51	33,320	*
52	33,193	
53	33,100	*
54	33,000	*
55	33,000	*
56	32,736	
57	32,650	
58	32,500	*
59	32,455	*
60	32,000	*
61	31,990	*
62	31,592	
63	31,584	*
64	31,529	
65	31,504	*
66	31,407	*
67	30,750	*
68	30,300	*
69	30,056	*
70	30,000	
71	30,000	*
72	30,000	*
73	29,994	*
74	29,929	
75	29,200	*
76	29,000	
77	28,750	
78	28,704	*
79	28,000	*
80	27,850	
81	27,820	
82	27,400	*
83	27,031	*
84	27,000	
85	27,000	*
86	26,760	*
87	26,100	
88	25,971	
89	25,971	*
90	25,662	
91	24,768	*
92	(24,253)	*
93	24,000	
94	23,388	*
95	23,200	
96	23,001	
97	21,000	*
98	21,000	
99	20,371	*
100	20,370	*
101	20,053	
102	18,282	
AVERAGE	34,446	

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1983-1984

TABLE I (Continued)

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY	
1	78,504	*
2	71,639	*
3	67,000	*
4	63,400	*
5	60,732	*
6	60,000	*
7	59,961	*
8	59,900	*
9	59,064	*
10	58,900	*
11	58,600	*
12	58,080	*
13	58,000	
14	57,800	*
15	57,292	*
16	57,200	*
17	56,772	*
18	56,337	
19	56,040	*
20	55,770	*
21	55,750	
22	55,704	*
23	55,622	*
24	55,500	*
25	55,365	*
26	55,000	*
27	54,500	*
28	54,240	*
29	54,080	
30	53,700	*
31	53,678	*
32	53,500	*
33	53,250	*
34	52,600	*
35	52,380	*
36	52,308	*
37	52,200	*
38	51,725	*
39	51,600	*
40	51,292	*
41	51,162	
42	50,900	*
43	50,600	*
44	50,460	*
45	50,144	
46	50,000	*
47	50,000	*
48	49,800	*
49	49,500	*
50	49,500	*
51	49,500	*
52	49,360	*
53	49,008	*
54	49,000	*
55	48,894	*
56	48,695	
57	48,608	*
58	48,300	*
59	48,150	*
60	48,070	*
61	48,000	*
62	48,000	
63	47,964	
64	47,000	*
65	47,000	
66	46,788	
67	46,700	*
68	46,500	*
69	46,153	
70	46,000	
71	46,000	*
72	45,968	*
73	45,748	*
74	45,400	
75	45,200	
76	45,012	
77	45,000	*
78	44,792	
79	44,760	*
80	44,635	
81	44,500	
82	44,022	
83	44,000	
84	44,000	*
85	43,944	
86	43,680	
87	43,360	
88	42,800	
89	42,750	
90	42,542	
91	42,500	
92	(42,480)	*
93	42,400	*
94	41,707	
95	41,600	
96	41,450	*
97	41,400	*
98	41,300	
99	41,259	*
100	40,762	
101	40,624	
102	40,500	*
103	40,300	*
104	40,095	
105	39,700	
106	39,520	*
107	39,370	*
108	38,280	
109	38,000	*
110	37,864	*
111	37,693	
112	37,600	*
113	36,750	*
114	36,744	*
115	36,500	
116	36,384	
117	36,000	*
118	35,559	
119	34,945	
120	33,428	
121	32,413	*
122	32,000	
123	31,860	
124	28,540	*
125	27,894	*
AVERAGE	47,666	

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1983-1984

TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY	
1	88,500	*
2	81,620	*
3	81,000	*
4	80,000	*
5	77,000	*
6	(76,600)	*
7	74,424	*
8	73,000	*
9	73,488	*
10	72,525	*
11	72,000	
12	71,531	
13	(70,100)	*
14	(70,080)	*
15	70,000	
16	(69,750)	*
17	68,300	*
18	67,300	
19	67,000	*
20	67,000	*
21	66,900	*
22	66,847	*
23	66,673	*
24	66,659	*
25	66,650	*
26	66,500	
27	66,000	*
28	65,400	*
29	65,358	
30	65,350	*
31	65,000	*
32	65,000	*
33	64,700	*
34	64,000	*
35	64,000	
36	63,440	*
37	63,300	*
38	63,200	
39	(63,000)	
40	62,200	*
41	62,045	
42	62,000	*
43	62,000	*
44	61,900	
45	61,800	*
46	61,800	
47	61,476	
48	61,047	*
49	61,000	*
50	60,924	*
51	60,871	*
52	60,860	
53	60,400	
54	60,000	*
55	59,196	
56	59,000	
57	59,000	*
58	58,689	
59	58,500	*
60	58,390	*
61	58,320	
62	57,950	
63	57,815	*
64	57,720	*
65	57,100	*
66	57,000	
67	56,889	
68	56,501	*
69	56,500	
70	56,450	*
71	56,225	
72	56,148	
73	56,100	
74	55,904	*
75	55,800	*
76	55,500	*
77	55,000	
78	55,000	
79	55,000	
80	(54,684)	
81	54,500	*
82	(54,144)	
83	54,120	*
84	54,050	*
85	54,000	
86	53,824	*
87	53,700	*
88	53,500	
89	52,320	*
90	52,000	
91	51,450	*
92	51,312	*
93	51,000	*
94	50,150	
95	50,008	
96	50,000	*
97	50,000	*
98	49,570	
99	49,000	
100	48,732	
101	48,610	
102	48,277	*
103	47,800	*
104	47,610	*
105	45,000	*
106	44,000	
107	42,860	*
108	42,132	
AVERAGE	60,316	

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TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY	
1	66,000	*
2	65,835	*
3	64,050	*
4	63,000	*
5	62,899	*
6	58,000	*
7	57,766	*
8	57,480	*
9	56,588	*
10	56,000	*
11	55,400	*
12	54,300	*
13	54,000	*
14	53,800	*
15	53,544	
16	53,200	*
17	52,800	
18	51,900	*
19	50,892	*
20	50,040	*
21	49,956	*
22	49,872	
23	49,500	*
24	48,814	*
25	48,800	*
26	48,500	
27	48,100	*
28	48,000	
29	47,800	*
30	47,303	*
31	47,000	*
32	46,910	
33	46,885	
34	46,680	*
35	46,605	
36	46,500	
37	46,320	*
38	46,306	*
39	46,020	*
40	46,000	*
41	46,000	*
42	46,000	*
43	45,987	
44	45,911	*
45	45,745	
46	45,381	*
47	45,182	
48	45,100	*
49	45,028	
50	44,600	*
51	44,300	
52	44,000	
53	44,000	
54	43,884	*
55	43,800	*
56	43,500	
57	42,950	*
58	42,792	*
59	42,600	*
60	42,600	
61	42,250	*
62	42,086	*
63	42,000	*
64	41,759	*
65	41,690	
66	41,590	*
67	41,000	
68	40,668	*
69	40,000	
70	40,000	
71	39,700	
72	39,684	*
73	39,600	*
74	39,600	
75	39,200	*
76	39,100	*
77	38,786	
78	38,688	*
79	38,308	*
80	38,200	*
81	37,092	*
82	36,750	
83	36,500	
84	36,200	
85	36,020	
86	35,943	*
87	35,471	*
88	35,200	*
89	34,896	*
90	34,335	*
91	34,100	*
92	33,814	
93	33,700	
94	33,200	*
95	32,585	
96	31,900	
97	31,039	*
98	29,268	
99	28,249	*
100	28,000	*
101	25,571	*
AVERAGE	44,381	

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY	
1	(76,600)	*
2	66,000	*
3	(62,000)	*
4	59,565	*
5	(52,140)	*
6	52,000	*
7	51,000	*
8	49,750	
9	49,000	
10	48,762	
11	48,400	
12	44,700	*
13	44,000	*
14	43,000	*
15	42,350	
16	41,562	*
17	41,040	*
18	40,700	*
19	40,100	*
20	38,129	*
21	38,000	*
22	34,428	*
23	32,003	*
24	31,690	
25	30,183	
26	28,397	*
27	27,888	*
28	22,150	*
AVERAGE	44,126	

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TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY	
1	60,000	*
2	58,000	*
3	57,651	*
4	57,000	*
5	56,500	*
6	56,200	*
7	(52,140)	*
8	48,700	*
9	48,322	
10	48,000	*
11	47,280	*
12	47,251	*
13	46,644	*
14	46,300	*
15	45,473	*
16	45,000	*
17	44,000	*
18	43,600	
19	43,041	
20	42,600	*
21	42,450	*
22	42,000	*
23	40,999	
24	40,500	*
25	39,500	*
26	39,046	
27	38,508	
28	38,500	*
29	37,550	
30	37,500	*
31	37,400	*
32	37,198	
33	37,000	*
34	36,408	
35	35,273	
36	34,910	
37	34,800	*
38	34,700	*
39	34,500	*
40	33,735	*
41	33,360	
42	32,900	
43	31,592	*
44	31,296	
45	30,600	
46	30,056	*
47	29,350	
48	28,620	
49	27,653	*
50	23,500	*
51	20,926	*
AVERAGE	40,510	

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY	
1	54,100	*
2	49,950	*
3	48,700	*
4	48,500	*
5	47,000	*
6	46,330	*
7	46,300	*
8	45,700	*
9	44,087	
10	43,600	*
11	43,236	*
12	43,000	
13	42,000	*
14	41,946	*
15	41,500	*
16	41,000	
17	40,800	*
18	40,550	*
19	39,804	*
20	39,543	*
21	39,500	*
22	39,000	*
23	39,000	*
24	37,524	*
25	37,500	
26	35,929	
27	35,600	*
28	35,568	
29	35,471	*
30	35,160	
31	35,150	*
32	35,092	*
33	34,944	*
34	34,874	*
35	34,626	*
36	34,500	
37	34,500	*
38	34,092	*
39	34,000	*
40	34,000	*
41	33,867	*
42	33,768	*
43	33,722	
44	33,675	
45	33,343	*
46	33,000	*
47	33,000	*
48	32,900	*
49	32,856	*
50	32,784	
51	32,460	*
52	32,376	*
53	32,294	*
54	32,250	
55	32,055	*
56	31,800	*
57	31,600	
58	31,574	
59	31,332	
60	31,200	
61	31,000	
62	30,960	*
63	30,619	*
64	30,440	*
65	30,000	*
66	30,000	
67	29,700	
68	29,560	*
69	29,345	
70	28,980	*
71	28,908	*
72	28,600	
73	28,600	*
74	27,642	*
75	27,130	*
76	27,000	
77	26,885	*
78	26,600	*
79	26,300	*
80	26,079	
81	25,632	
82	25,200	*
83	25,000	*
84	23,175	
85	23,100	
86	22,883	*
87	22,700	*
88	21,000	
89	16,120	*
AVERAGE	34,098	

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TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY	
1	56,370	*
2	55,515	
3	54,920	*
4	54,340	*
5	54,000	
6	54,000	*
7	53,500	*
8	52,700	*
9	52,188	*
10	52,000	*
11	51,999	*
12	51,800	*
13	51,648	*
14	51,264	*
15	50,148	*
16	48,815	
17	48,600	*
18	48,180	*
19	48,000	*
20	47,800	
21	47,033	
22	47,000	*
23	46,640	*
24	46,365	
25	46,000	*
26	45,049	*
27	45,000	*
28	44,725	*
29	44,592	*
30	44,300	*
31	44,300	
32	44,257	*
33	44,058	*
34	44,000	
35	43,836	*
36	43,407	*
37	43,350	
38	43,200	*
39	42,900	*
40	42,900	*
41	42,700	*
42	41,760	*
43	41,727	
44	41,080	*
45	40,848	
46	40,500	*
47	40,471	*
48	40,194	*
49	40,000	*
50	39,035	
51	39,000	*
52	38,753	*
53	38,500	*
54	38,500	
55	38,296	*
56	38,000	
57	37,821	
58	37,260	*
59	37,092	
60	37,092	*
61	37,000	*
62	36,955	*
63	36,900	
64	36,600	*
65	36,050	*
66	35,364	*
67	35,329	*
68	35,124	
69	35,000	*
70	34,850	
71	34,252	
72	33,936	*
73	33,854	*
74	33,593	
75	33,150	*
76	33,000	
77	32,475	*
78	32,300	*
79	31,500	*
80	31,125	
81	31,040	
82	31,039	*
83	31,030	
84	30,529	*
85	30,365	
86	30,000	
87	30,000	*
88	29,345	*
89	29,244	*
90	29,200	
91	29,028	
92	28,941	*
93	28,800	
94	28,620	*
95	28,350	*
96	27,894	*
97	27,411	*
98	25,998	*
99	25,900	*
100	25,752	*
101	16,447	*
AVERAGE	39,630	

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TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	66,300 *
2	62,628
3	59,790 *
4	59,579 *
5	57,800 *
6	57,200 *
7	(56,210)
8	53,000 *
9	52,198 *
10	51,499 *
11	50,000
12	49,350
13	49,969
14	48,576 *
15	48,256 *
16	48,170
17	48,000 *
18	47,700 *
19	47,376
20	46,975 *
21	46,906 *
22	46,855 *
23	46,773 *
24	46,640 *
25	46,400 *
26	46,300 *
27	46,261 *
28	46,000 *
29	45,498 *
30	45,200
31	45,200 *
32	45,000 *
33	44,810
34	44,700 *
35	44,400 *
36	44,300 *
37	44,000
38	43,624 *
39	43,207
40	42,967 *
41	42,500 *
42	42,485
43	(42,480)*
44	42,397 *
45	42,397 *
46	42,363 *
47	42,250 *
48	42,100 *
49	42,000 *
50	41,686 *
51	41,400 *
52	40,560 *
53	40,200
54	40,176
55	39,632 *
56	39,600 *
57	39,500
58	39,400
59	39,000
60	38,897
61	38,450
62	38,203 *
63	38,000 *
64	37,950 *
65	37,900 *
66	37,900
67	37,800 *
68	37,608
69	37,524 *
70	37,524 *
71	37,500 *
72	37,277 *
73	37,092
74	37,080 *
75	37,000
76	36,984 *
77	36,960
78	36,900 *
79	36,888
80	36,840 *
81	36,700 *
82	36,450 *
83	36,407 *
84	36,400
85	36,000 *
86	35,192
87	35,040
88	35,000 *
89	(35,000)*
90	35,000 *
91	35,000
92	34,957 *
93	34,600
94	34,252 *
95	33,800 *
96	33,561
97	33,500
98	33,400 *
99	33,200 *
100	32,686 *
101	32,451
102	32,000
103	31,652
104	31,400
105	31,000
106	30,056 *
107	30,054
108	30,000 *
109	30,000 *
110	30,000 *
111	29,928 *
112	29,550
113	28,940
114	28,689 *
115	28,620
116	28,018
117	27,500
118	27,150 *
119	26,601
120	26,170 *
121	25,110
122	24,000
123	23,567 *
AVERAGE	39,786

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS
(SERVICES)

RANK	SALARY	
1	72,000	*
2	72,000	
3	70,500	*
4	67,740	*
5	67,000	*
6	66,880	*
7	(66,000)	*
8	66,000	*
9	65,000	
10	64,400	*
11	64,173	*
12	64,000	*
13	64,000	
14	63,600	
15	63,600	
16	63,500	*
17	63,100	*
18	62,690	*
19	62,430	
20	62,263	*
21	62,200	*
22	61,800	*
23	61,080	*
24	60,775	*
25	60,400	
26	60,197	*
27	60,000	*
28	60,000	
29	60,000	*
30	60,000	
31	59,600	*
32	59,500	*
33	59,499	*
34	58,767	*
35	58,710	*
36	58,688	
37	58,500	*
38	58,400	*
39	58,400	
40	58,243	*
41	58,200	*
42	57,600	*
43	57,540	*
44	57,450	*
45	57,250	*
46	57,231	
47	56,500	
48	56,148	
49	56,000	*
50	55,990	*
51	55,700	*
52	55,500	*
53	55,472	
54	55,400	*
55	55,344	
56	55,000	*
57	55,000	*
58	54,865	
59	54,672	
60	54,500	*
61	54,300	
62	(54,144)	
63	54,125	*
64	53,640	*
65	53,617	
66	53,364	*
67	(52,968)	
68	52,000	
69	52,000	*
70	51,375	*
71	51,200	
72	51,000	*
73	51,000	
74	51,000	
75	50,616	*
76	50,500	
77	50,102	*
78	50,050	*
79	49,950	*
80	49,680	*
81	49,256	*
82	49,102	
83	49,015	
84	48,840	*
85	48,840	*
86	48,200	
87	48,098	
88	48,000	*
89	47,100	*
90	47,000	*
91	47,000	
92	46,705	*
93	46,177	
94	45,000	*
95	45,000	*
96	44,460	
97	42,816	
98	40,821	*
99	39,994	
AVERAGE	56,011	

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	72,800
2	57,300 *
3	57,016
4	56,652 *
5	55,500 *
6	54,154 *
7	53,040
8	(52,968)
9	51,162
10	50,928
11	50,500 *
12	49,730 *
13	49,039 *
14	49,000
15	48,800 *
16	48,507
17	48,456 *
18	48,072
19	48,000 *
20	47,687 *
21	47,264
22	46,420 *
23	46,368 *
24	46,235
25	46,000 *
26	45,840 *
27	45,360 *
28	45,000
29	44,850 *
30	44,743 *
31	44,600 *
32	44,400 *
33	44,356 *
34	43,891 *
35	43,222
36	43,100 *
37	42,900 *
38	42,550 *
39	42,500 *
40	42,201 *
41	41,750 *
42	41,154 *
43	41,000
44	40,930 *
45	40,925 *
46	40,700
47	40,485
48	40,274 *
49	40,246 *
50	40,000
51	40,000 *
52	39,504 *
53	39,395
54	39,300 *
55	39,200 *
56	38,940 *
57	38,886
58	38,671
59	38,500 *
60	38,434 *
61	38,000
62	38,000 *
63	37,788 *
64	37,314
65	37,000
66	37,000 *
67	37,000 *
68	36,000 *
69	35,690
70	34,560 *
71	33,800 *
72	33,557 *
73	32,710 *
74	32,330 *
75	31,299 *
76	31,200
77	29,986
78	29,850 *
79	29,025
80	28,691
81	28,670
82	25,200 *
AVERAGE	42,367

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	69,450 *
2	58,883 *
3	55,310 *
4	55,000 *
5	54,660
6	48,667 *
7	46,200 *
8	45,721
9	42,820 *
10	42,000 *
11	40,750 *
12	40,367 *
13	38,007 *
14	36,708 *
15	35,940 *
16	35,500 *
17	35,290
18	33,124
19	34,810 *
20	34,644 *
21	34,603 *
22	34,485
23	33,020 *
24	32,550 *
25	32,086 *
26	31,550 *
27	31,395 *
28	31,080 *
29	30,996 *
30	30,612
31	29,500 *
32	29,220 *
33	29,600 *
34	27,733
35	26,898
36	26,817 *
37	26,316
38	25,579 *
39	25,476 *
40	25,101 *
41	24,580 *
42	24,039 *
43	22,535
44	22,200
45	20,502
46	19,812
47	19,462 *
AVERAGE	34,736

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	(66,435)
2	55,692 *
3	55,230 *
4	51,695 *
5	(51,560)*
6	50,872 *
7	49,500 *
8	49,300 *
9	48,516 *
10	(48,000)*
11	47,210
12	(46,800)*
13	46,607 *
14	(46,584)*
15	46,488 *
16	46,242 *
17	46,175 *
18	45,960
19	45,713 *
20	45,000 *
21	45,000
22	44,650 *
23	43,477 *
24	43,000
25	42,875
26	42,569 *
27	42,565 *
28	(42,198)*
29	42,161
30	42,096
31	42,000
32	41,727
33	41,696 *
34	41,640 *
35	41,500 *
36	(41,341)*
37	41,294
38	41,200 *
39	41,140
40	41,000 *
41	40,939
42	40,900
43	40,710
44	(40,500)
45	40,450
46	40,275 *
47	40,220
48	40,140 *
49	39,943
50	39,904 *
51	39,830
52	39,709 *
53	39,600 *
54	39,415 *
55	39,000 *
56	39,000 *
57	39,000
58	38,940 *
59	38,900 *
60	38,854 *
61	(38,825)*
62	38,800
63	(38,700)*
64	38,364 *
65	38,246 *
66	38,038 *
67	38,000 *
68	37,900 *
69	37,861 *
70	37,660
71	37,625
72	37,500 *
73	37,500 *
74	37,257 *
75	36,948 *
76	36,850 *
77	36,540
78	36,324 *
79	36,300 *
80	36,029 *
81	35,902 *
82	35,850 *
83	35,594 *
84	35,530
85	35,500 *
86	35,500 *
87	35,500 *
88	35,342
89	35,316 *
90	35,132
91	(35,000)*
92	35,000
93	35,000
94	34,668 *
95	34,500 *
96	34,000
97	33,874 *
98	33,500 *
99	32,900
100	32,250
101	32,232
102	32,076 *
103	31,979 *
104	31,500 *
105	31,048 *
106	31,000 *
107	31,000
108	30,967
109	30,784 *
110	30,056 *
111	29,954 *
112	(29,952)
113	(29,744)*
114	29,700 *
115	29,524
116	29,400
117	29,269 *
118	28,700 *
119	28,380
120	28,000
121	26,500 *
122	26,090 *
123	24,563
124	24,000 *
125	22,000
AVERAGE	39,452

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	(66,435)
2	56,660 *
3	56,220 *
4	53,000 *
5	52,537 *
6	(51,560)*
7	51,445 *
8	51,299
9	50,520 *
10	50,000
11	48,000 *
12	(48,000)*
13	47,000 *
14	46,748
15	(46,584)*
16	45,700 *
17	45,500
18	45,148 *
19	45,120 *
20	45,000 *
21	44,680 *
22	44,500 *
23	43,605 *
24	43,440 *
25	42,600 *
26	42,561 *
27	42,500 *
28	42,500 *
29	42,370 *
30	(42,198)*
31	41,800
32	(41,341)*
33	41,259
34	41,000 *
35	40,900 *
36	40,600 *
37	(40,500)
38	40,392
39	40,000 *
40	39,943
41	39,810
42	39,756
43	39,407 *
44	39,181 *
45	39,000
46	39,000 *
47	38,950 *
48	38,864
49	(38,825)*
50	(38,700)*
51	38,547 *
52	38,544 *
53	38,400 *
54	37,900 *
55	37,744 *
56	37,700 *
57	37,476 *
58	37,353
59	37,080 *
60	36,800 *
61	36,324 *
62	36,251 *
63	36,240 *
64	36,081
65	36,000 *
66	35,745
67	35,700 *
68	35,641
69	35,640
70	35,405 *
71	35,124
72	35,000
73	(35,000)*
74	34,815 *
75	34,740 *
76	34,650 *
77	34,500
78	34,500
79	34,500 *
80	34,500 *
81	34,500 *
82	34,313 *
83	34,205
84	34,000
85	33,870 *
86	33,840 *
87	33,820 *
88	33,401
89	33,252
90	33,080
91	33,000
92	32,960 *
93	32,760
94	32,616
95	32,500 *
96	32,219
97	32,200 *
98	32,148
99	32,100 *
100	31,713 *
101	31,400
102	31,020 *
103	31,008
104	30,965 *
105	30,501 *
106	30,036 *
107	30,000
108	(29,744)*
109	28,829
110	28,500 *
111	28,392 *
112	27,700 *
113	27,000
114	26,233
115	26,100 *
116	25,800
117	24,000 *
118	23,736
119	23,480
120	22,500 *
121	21,888
AVERAGE	37,669

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	52,686
2	48,840 *
3	48,150 *
4	47,139 *
5	46,011 *
6	43,800 *
7	43,002 *
8	43,000 *
9	42,800
10	41,573 *
11	41,511
12	41,500 *
13	41,267 *
14	40,512 *
15	40,427 *
16	40,363
17	40,308 *
18	40,000
19	39,864 *
20	39,650 *
21	39,300 *
22	39,100 *
23	39,053 *
24	39,030 *
25	39,000 *
26	38,781 *
27	38,727 *
28	38,690 *
29	38,674 *
30	38,600
31	38,500 *
32	38,500 *
33	38,336
34	38,088 *
35	38,000 *
36	37,800 *
37	37,523
38	37,500 *
39	37,463 *
40	37,348 *
41	37,338 *
42	37,300
43	37,080 *
44	37,000 *
45	37,000 *
46	36,750 *
47	36,576 *
48	36,468
49	36,192 *
50	36,000
51	36,000 *
52	35,900 *
53	35,880
54	35,800 *
55	35,530
56	35,484 *
57	35,256
58	34,845 *
59	34,636 *
60	34,128 *
61	34,122
62	34,065 *
63	34,040 *
64	34,000
65	34,000 *
66	34,000
67	33,960 *
68	33,784 *
69	33,600 *
70	33,600
71	33,520
72	33,500 *
73	33,300 *
74	33,252
75	33,120 *
76	33,102
77	33,050 *
78	33,000
79	32,500
80	32,340 *
81	32,250 *
82	32,095 *
83	32,000 *
84	32,000
85	31,840 *
86	31,763
87	31,644 *
88	31,487 *
89	31,376 *
90	31,363
91	31,300
92	31,048 *
93	30,800 *
94	30,400 *
95	30,255
96	30,096 *
97	30,056 *
98	30,000
99	29,800 *
100	29,706
101	29,665 *
102	29,620
103	29,499
104	29,410 *
105	29,394
106	29,095
107	29,040 *
108	29,000 *
109	28,917 *
110	28,864
111	28,691 *
112	28,650
113	28,600 *
114	28,100 *
115	28,091 *
116	28,000
117	27,791
118	27,619 *
119	27,600
120	27,358 *
121	26,722
122	26,500 *
123	25,814 *
124	24,780
125	24,779 *
126	24,768
127	24,206
128	23,000 *
129	22,626 *
AVERAGE	34,410

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY	
1	60,100	*
2	54,581	*
3	53,600	*
4	53,000	
5	52,500	*
6	51,432	*
7	49,320	*
8	49,302	*
9	48,500	*
10	47,952	*
11	47,900	*
12	47,020	*
13	46,196	
14	45,120	*
15	45,000	*
16	44,790	*
17	44,776	*
18	44,300	*
19	44,000	*
20	42,924	
21	42,833	*
22	42,276	*
23	42,000	*
24	41,900	*
25	41,727	
26	41,474	*
27	40,776	*
28	40,624	*
29	40,238	*
30	40,030	*
31	40,000	*
32	39,624	*
33	39,600	
34	39,504	
35	39,500	*
36	39,456	*
37	39,400	
38	38,916	
39	38,500	*
40	38,200	*
41	38,016	*
42	38,000	
43	38,000	*
44	37,616	*
45	37,460	*
46	37,320	*
47	37,230	
48	37,060	*
49	36,960	*
50	36,500	
51	36,102	*
52	36,086	
53	36,000	
54	35,969	*
55	35,913	
56	35,625	*
57	35,316	*
58	35,000	*
59	34,817	
60	34,768	*
61	34,688	*
62	34,680	*
63	34,680	*
64	34,661	*
65	34,610	*
66	34,500	*
67	34,462	*
68	33,750	*
69	33,720	*
70	33,600	*
71	33,440	
72	33,320	
73	33,265	
74	33,162	*
75	33,000	*
76	32,736	
77	32,686	*
78	31,847	*
79	31,677	
80	31,644	*
81	31,515	
82	31,296	
83	31,124	
84	31,000	*
85	29,900	*
86	29,800	*
87	29,482	
88	29,295	
89	29,066	
90	28,400	*
91	28,094	*
92	28,056	
93	27,945	*
94	27,647	
95	27,300	*
96	27,274	*
97	27,150	*
98	27,148	
99	27,100	*
100	27,000	
101	26,747	
102	26,700	
103	26,450	*
104	26,112	
105	26,000	*
106	25,000	
107	25,000	
108	24,800	*
109	23,398	*
110	22,730	
111	21,852	
112	20,719	*
113	20,260	
114	18,985	
115	17,280	
116	17,031	*
AVERAGE	35,547	

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY	
1	83,319	*
2	80,700	*
3	79,671	*
4	78,600	*
5	76,194	*
6	75,499	*
7	72,623	*
8	72,000	*
9	71,100	*
10	70,000	*
11	69,263	*
12	68,500	*
13	67,555	
14	67,142	*
15	66,447	*
16	65,924	*
17	65,780	*
18	65,700	*
19	65,544	
20	65,400	*
21	65,130	*
22	64,944	*
23	64,740	
24	64,106	*
25	63,600	*
26	63,000	*
27	61,436	*
28	61,320	*
29	60,965	*
30	60,660	*
31	60,530	*
32	60,300	*
33	60,156	*
34	59,337	
35	59,300	
36	58,764	*
37	58,647	*
38	58,555	
39	57,590	*
40	57,500	*
41	57,200	*
42	56,976	*
43	56,600	*
44	56,190	
45	56,162	*
46	55,917	
47	55,752	*
48	55,573	
49	55,500	
50	55,440	*
51	55,416	*
52	55,388	*
53	55,120	*
54	54,120	*
55	54,000	*
56	53,681	*
57	53,380	*
58	53,032	
59	53,000	*
60	52,963	*
61	52,650	*
62	52,477	
63	52,200	*
64	52,150	
65	51,699	*
66	51,223	*
67	50,500	*
68	50,324	*
69	49,741	
70	49,235	*
71	48,742	*
72	48,500	*
73	47,805	
74	46,567	
75	46,373	*
76	46,300	*
77	45,396	*
78	42,525	*
79	41,942	
80	40,000	*
81	39,122	
82	38,544	
83	37,800	*
84	37,378	
85	37,000	*
86	34,025	*
87	33,936	*
88	26,784	
89	26,500	
90	26,076	
91	25,647	*
92	24,091	
93	23,160	
94	23,153	
95	22,248	
96	21,792	
97	18,394	
AVERAGE	53,721	

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TABLE I (Continued)

ADMINISTRATIVE OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	(89,810)
2	82,000 *
3	(81,500)*
4	81,000 *
5	77,500 *
6	73,704 *
7	(73,500)*
8	71,000
9	70,715 *
10	(69,750)*
11	69,550
12	69,048 *
13	68,600 *
14	62,720 *
15	62,000 *
16	60,083 *
17	59,900 *
18	57,480 *
19	56,225
20	53,508 *
21	50,000
22	47,713 *
23	46,700
AVERAGE	66,696

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	73,700 *
2	71,000 *
3	(70,100)*
4	(70,080)*
5	69,500 *
6	67,500 *
7	67,000 *
8	66,673 *
9	(66,000)*
10	65,200 *
11	65,154 *
12	65,000 *
13	64,000 *
14	63,444 *
15	63,000
16	62,700 *
17	62,600 *
18	61,800 *
19	61,000 *
20	60,926
21	60,300
22	60,000 *
23	60,000 *
24	60,000
25	58,980 *
26	58,500 *
27	58,008 *
28	57,950
29	57,202 *
30	57,000 *
31	56,998
32	55,000 *
33	(54,144)
34	53,066 *
35	52,968
36	52,500 *
37	49,000 *
38	47,025 *
39	46,521
40	45,849
41	45,000
42	43,202 *
AVERAGE	59,657

ADMINISTRATIVE OPERATIONS OFFICERS:
VICE PRESIDENT FOR PLANNING
AND BUDGETING

RANK	SALARY
1	70,000 *
2	68,928 *
3	65,040 *
4	62,000
5	62,000
6	57,000 *
7	56,300 *
8	56,256
9	55,900 *
10	55,400 *
11	54,990 *
12	54,567 *
13	54,350 *
14	53,125 *
15	49,296
16	48,700
17	(48,072)
18	46,800 *
19	(44,635)*
20	40,821 *
21	36,610
AVERAGE	54,323

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TABLE I (Continued)

ADMINISTRATIVE OPERATIONS OFFICERS: LEGAL COUNSEL			ADMINISTRATIVE OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT		
RANK	SALARY		RANK	SALARY	
1	82,500	*	1	66,000	*
2	72,000	*	2	59,750	*
3	70,100	*	3	58,500	*
4	67,200	*	4	57,557	
5	67,000	*	5	57,172	*
6	62,252	*	6	56,000	*
7	58,680	*	7	56,000	*
8	58,000	*	8	55,556	*
9	57,500		9	54,865	
10	56,790	*	10	54,600	*
11	56,748	*	11	53,900	*
12	56,000	*	12	53,692	
13	55,020		13	53,300	*
14	53,040		14	53,251	*
15	52,250	*	15	53,000	*
16	52,000	*	16	52,500	*
17	51,528	*	17	51,899	*
18	51,000	*	18	51,200	*
19	50,300	*	19	51,000	*
20	50,000		20	50,750	
21	49,444	*	21	50,028	*
22	48,400		22	50,000	*
23	47,686		23	50,000	
24	47,614	*	24	49,400	*
25	47,300		25	49,000	*
26	47,151	*	26	48,360	
27	47,095		27	48,000	
28	45,723	*	28	47,892	*
29	45,300	*	29	47,500	*
30	45,000	*	30	47,480	
31	44,500	*	31	47,040	*
32	43,762	*	32	47,000	*
33	43,250	*	33	46,000	
34	42,800	*	34	46,000	*
35	41,230	*	35	45,750	
36	40,840		36	45,654	*
37	40,650		37	44,448	
38	40,000		38	44,000	*
39	39,500		39	43,950	*
40	39,160	*	40	43,688	*
41	39,099	*	41	43,650	*
42	38,400	*	42	42,800	*
43	37,200	*	43	42,800	
44	36,976	*	44	42,650	
45	36,002		45	42,624	*
46	35,775		46	42,200	
47	32,000		47	42,120	
48	30,000	*	48	41,590	*
49	28,540	*	49	41,500	*
50	22,670	*	50	40,870	*
51	19,100		51	40,750	*
			52	40,700	*
AVERAGE	47,491		53	40,000	*
			54	38,580	
			55	38,160	
			56	38,031	
			57	37,611	
			58	37,356	
			59	36,596	*

RANK	SALARY	
60	36,500	
61	36,400	*
62	36,132	
63	36,100	
64	36,000	
65	35,000	
66	35,000	
67	33,600	*
68	33,587	*
69	33,193	
70	32,810	*
71	32,000	*
72	31,932	
73	31,800	*
74	30,912	*
75	30,800	*
76	29,870	*
77	29,751	*
78	29,000	*
79	28,804	*
80	27,843	*
81	27,691	
82	25,980	*
83	(24,253)	*
84	23,340	*
85	20,150	*
86	20,045	
87	19,011	*
88	18,720	*
AVERAGE	41,801	

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TABLE I (Continued)

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY	
1	60,700	*
2	59,000	*
3	58,428	*
4	58,000	*
5	58,000	*
6	55,352	
7	53,030	*
8	53,000	
9	51,785	*
10	(51,000)	*
11	(50,400)	*
12	50,144	
13	48,950	*
14	48,875	
15	48,500	*
16	48,300	*
17	(48,072)	
18	47,748	*
19	47,650	*
20	47,526	
21	46,644	*
22	46,552	*
23	46,500	*
24	46,100	*
25	45,750	
26	45,700	*
27	45,000	*
28	44,784	
29	(44,730)	*
30	44,600	
31	44,400	*
32	43,216	*
33	42,958	
34	(42,792)	*
35	42,600	*
36	42,120	*
37	42,000	
38	42,000	
39	41,800	
40	41,761	*
41	41,748	*
42	41,700	*
43	41,400	*
44	41,198	*
45	41,000	*
46	40,500	*
47	40,235	*
48	40,000	*
49	39,862	*
50	39,750	*
51	38,500	*
52	38,256	
53	37,440	
54	37,000	*
55	36,972	
56	(36,864)	*
57	34,408	*
58	34,389	*
59	34,356	*
60	34,196	*
61	33,840	*
62	33,336	
63	33,193	
64	32,350	
65	32,000	*
66	31,918	
67	31,690	
68	31,540	
69	31,110	
70	31,018	*
71	30,535	*
72	30,056	*
73	24,840	
AVERAGE	42,516	

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TABLE I (Continued)

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	69,118
2	65,800 *
3	64,000 *
4	61,200 *
5	59,950 *
6	58,400 *
7	57,600 *
8	57,045 *
9	56,520 *
10	55,178 *
11	55,100 *
12	54,498
13	54,000 *
14	53,300 *
15	52,900 *
16	52,500 *
17	52,000 *
18	51,795 *
19	51,624 *
20	51,217 *
21	(51,000)*
22	50,741 *
23	50,556 *
24	(50,400)*
25	50,328
26	50,000 *
27	48,732
28	48,550
29	48,200
30	48,000
31	48,000 *
32	47,802
33	47,700 *
34	47,600 *
35	46,990 *
36	46,800 *
37	46,500 *
38	46,396 *
39	46,384
40	46,308 *
41	46,300 *
42	46,300 *
43	46,000 *
44	46,000
45	46,000
46	45,721
47	45,624 *
48	45,300
49	45,192 *
50	45,000 *
51	45,000 *
52	44,892 *
53	44,750 *
54	(44,730)*
55	44,600 *
56	44,400 *
57	44,260 *
58	44,200 *
59	44,000 *
60	43,740 *
61	43,656 *
62	43,331 *
63	43,000
64	(42,792)*
65	42,600
66	42,500
67	42,488 *
68	42,397 *
69	42,336
70	42,254 *
71	42,200 *
72	42,000 *
73	41,900
74	41,800
75	41,790 *
76	41,700 *
77	41,700 *
78	41,508 *
79	41,500
80	41,425 *
81	41,404
82	41,208 *
83	41,197
84	41,160 *
85	41,100
86	41,000
87	41,000
88	40,674 *
89	40,618 *
90	40,408 *
91	39,840 *
92	39,800 *
93	39,700
94	39,676
95	39,590
96	39,000 *
97	38,600 *
98	38,600 *
99	38,256
100	38,250 *
101	38,114
102	37,344
103	37,229
104	37,032
105	36,648 *
106	36,300 *
107	35,937
108	35,865 *
109	35,538 *
110	35,217
111	35,141
112	35,100 *
113	34,846 *
114	33,800 *
115	33,264 *
116	33,000 *
117	32,455
118	32,307
119	30,390
120	28,632
121	28,592 *
122	27,894 *
123	27,814
AVERAGE	44,123

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE I (Continued)

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY	
1	52,936	
2	49,800	*
3	49,185	*
4	45,999	*
5	45,760	*
6	45,700	*
7	43,632	
8	43,400	*
9	43,205	*
10	43,200	*
11	43,078	*
12	42,900	*
13	42,650	
14	42,025	*
15	42,000	
16	41,500	*
17	41,000	*
18	41,000	*
19	41,000	*
20	40,790	*
21	40,250	*
22	39,576	*
23	39,264	
24	39,067	
25	38,853	
26	38,422	*
27	38,245	*
28	38,000	*
29	37,500	*
30	37,000	*
31	37,000	*
32	36,810	*
33	36,800	*
34	36,720	*
35	36,300	
36	36,200	*
37	36,000	*
38	35,880	
39	35,509	
40	35,335	*
41	35,200	*
42	35,100	*
43	35,000	
44	34,752	*
45	34,500	*
46	34,500	*
47	34,428	*
48	34,370	
49	34,248	
50	33,960	
51	33,540	*
52	33,500	*
53	33,459	
54	33,444	*
55	33,300	
56	33,000	*
57	33,000	*
58	32,675	
59	32,064	
60	32,000	
61	31,830	*
62	31,658	
63	31,621	*
64	31,500	
65	31,380	*
66	31,380	*
67	31,336	
68	30,900	*
69	30,501	*
70	30,185	*
71	30,100	*
72	29,973	*
73	29,630	
74	29,000	*
75	28,967	*
76	28,052	
77	28,000	*
78	27,932	
79	27,840	*
80	27,540	*
81	27,216	*
82	27,000	*
83	27,000	
84	26,601	
85	26,547	
86	26,028	*
87	26,016	*
88	25,850	*
89	25,750	
90	25,604	*
91	25,000	
92	24,039	*
93	23,830	*
94	23,761	
95	20,400	
96	19,864	*
97	19,824	
AVERAGE	34,280	

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR PUBLIC
RELATIONS AND/OR INFORMATION

RANK	SALARY	
1	(81,500)	*
2	74,160	*
3	(70,800)	*
4	(70,600)	*
5	67,169	*
6	66,000	
7	65,000	*
8	63,322	*
9	63,000	
10	62,200	*
11	(61,700)	*
12	60,253	
13	60,000	*
14	58,179	
15	57,500	*
16	(55,409)	*
17	55,000	*
18	53,088	
19	51,000	*
20	50,500	
21	48,600	*
22	47,870	
23	44,625	*
24	(43,500)	
25	40,200	*
AVERAGE	58,847	

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TABLE I (Continued)

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY	
1	55,000	*
2	55,000	*
3	51,355	*
4	50,219	*
5	48,963	
6	48,065	*
7	48,000	*
8	47,900	*
9	46,526	*
10	46,344	
11	46,149	*
12	45,300	*
13	44,058	*
14	44,000	*
15	43,839	*
16	43,474	*
17	43,310	*
18	43,000	
19	42,800	*
20	42,561	*
21	42,500	*
22	42,332	*
23	42,036	
24	41,600	*
25	41,089	*
26	40,500	*
27	40,400	*
28	39,640	*
29	39,520	*
30	39,300	*
31	39,255	*
32	38,748	
33	38,500	*
34	38,000	
35	37,800	
36	37,680	*
37	37,000	*
38	36,950	*
39	36,919	
40	36,396	*
41	35,800	*
42	35,400	*
43	35,200	*
44	35,006	
45	35,000	*
46	34,995	*
47	34,720	
48	34,100	
49	33,907	
50	33,656	*
51	33,600	*
52	33,291	
53	33,251	*
54	33,251	
55	33,150	*
56	32,750	
57	32,500	
58	32,500	*
59	32,455	
60	32,264	
61	32,000	*
62	31,500	*
63	31,455	
64	31,236	
65	31,200	
66	31,100	*
67	30,873	*
68	30,193	
69	30,000	
70	30,000	
71	29,904	
72	29,100	*
73	28,800	
74	28,200	*
75	27,600	
76	26,688	*
77	(26,004)	
78	25,971	*
79	25,428	
80	25,052	*
81	25,000	
82	25,000	
83	25,000	*
84	21,680	
85	21,538	
86	20,477	*
AVERAGE	36,277	

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR UNIVERSITY RELATIONS

RANK	SALARY	
1	(70,800)	*
2	(70,600)	*
3	(69,000)	*
4	65,099	*
5	65,062	*
6	63,291	*
7	62,610	
8	62,200	*
9	62,100	
10	59,558	*
11	58,000	*
12	57,000	*
13	56,000	*
14	55,600	*
15	55,000	*
16	52,000	
17	51,870	
18	51,000	
19	50,900	
20	50,270	*
21	49,102	
22	47,000	*
23	45,489	
AVERAGE	57,807	

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE I (Continued)

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	55,008 *
2	50,900
3	49,975
4	49,800 *
5	48,720 *
6	48,206 *
7	47,742 *
8	47,513 *
9	44,700 *
10	44,504 *
11	44,084 *
12	43,794 *
13	(43,700)*
14	43,500
15	42,400 *
16	42,117 *
17	42,031 *
18	41,600
19	40,847
20	40,073 *
21	39,200 *
22	38,545
23	37,849 *
24	36,035 *
25	36,000 *
26	36,000 *
27	35,839
28	35,700
29	35,000 *
30	34,000
31	32,150 *
32	31,000
33	30,000
34	25,000 *
35	23,081 *
36	20,000 *
AVERAGE	39,906

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	95,000 *
2	75,744 *
3	73,189 *
4	73,030 *
5	72,000
6	(70,800)*
7	(70,600)*
8	(69,000)*
9	68,600 *
10	67,189 *
11	67,000 *
12	65,000 *
13	64,000 *
14	63,943
15	(61,700)*
16	60,500 *
17	60,000
18	58,000
19	57,073 *
20	56,148
21	(55,409)*
22	52,224 *
23	50,712 *
24	50,000
25	50,000 *
26	48,800 *
27	47,500 *
28	46,870 *
29	46,224 *
30	46,000
31	45,000 *
32	(43,500)
33	43,058
34	34,500 *
35	31,350
AVERAGE	58,276

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	67,800 *
2	64,200 *
3	59,535 *
4	57,368 *
5	57,180 *
6	55,600 *
7	55,050 *
8	54,600
9	(54,000)*
10	52,773 *
11	52,760 *
12	52,250 *
13	52,002
14	50,175 *
15	(50,000)*
16	49,021
17	49,000 *
18	48,900 *
19	48,600 *
20	48,000
21	48,000 *
22	47,500
23	47,300 *
24	47,226 *
25	46,353 *
26	(46,092)
27	46,000
28	45,900 *
29	45,360 *
30	45,150
31	45,000 *
32	45,000 *
33	44,602 *
34	44,250
35	44,240 *
36	(44,000)*
37	44,000 *
38	43,826 *
39	(43,700)*
40	43,400 *
41	42,975 *
42	42,200
43	42,167
44	42,000
45	(41,416)
46	41,250
47	41,000 *
48	41,000 *
49	40,700 *
50	40,320 *
51	40,300 *
52	40,008
53	39,750 *
54	39,624 *
55	39,576 *
56	39,234 *
57	38,600 *
58	38,540 *
59	38,500 *
60	38,300
61	(37,510)
62	37,124 *
63	37,000
64	36,500
65	(36,200)*
66	36,018
67	35,653 *
68	35,300 *
69	35,000
70	34,512
71	34,476
72	(33,420)
73	33,000
74	31,150
75	31,047 *
76	30,000 *
77	28,533 *
78	28,502 *
79	27,489
AVERAGE	43,438

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TABLE I (Continued)

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY	
1	70,000	*
2	64,000	*
3	59,750	*
4	(54,000)	*
5	52,000	*
6	50,860	*
7	50,154	*
8	(50,000)	*
9	48,399	*
10	47,650	*
11	47,093	*
12	46,187	*
13	(46,092)	
14	46,000	*
15	45,456	*
16	45,000	
17	45,000	*
18	(44,000)	*
19	44,000	*
20	43,900	*
21	43,551	*
22	(43,500)	
23	42,450	*
24	41,686	*
25	41,500	*
26	41,300	*
27	41,200	*
28	40,728	
29	39,801	*
30	39,545	*
31	38,911	*
32	38,800	
33	38,732	*
34	38,665	*
35	38,500	*
36	38,500	*
37	38,000	*
38	(37,510)	
39	37,500	*
40	36,972	
41	36,804	*
42	(36,200)	*
43	35,896	
44	35,680	
45	35,000	
46	35,000	*
47	35,000	*
48	35,000	
49	34,964	*
50	34,705	
51	(34,420)	
52	33,500	*
53	33,450	
54	33,000	
55	32,580	*
56	32,500	*
57	32,455	*
58	31,972	
59	31,785	
60	31,659	*
61	31,500	
62	31,409	*
63	31,300	
64	31,200	*
65	31,008	*
66	30,560	
67	30,500	*
68	30,500	*
69	30,000	*
70	30,000	*
71	30,000	
72	30,000	*
73	29,972	
74	29,931	
75	29,600	
76	29,576	*
77	29,553	
78	29,540	
79	29,000	*
80	28,800	*
81	28,772	*
82	28,100	
83	27,812	
84	27,763	
85	27,756	*
86	27,681	*
87	27,132	
88	27,066	*
89	27,000	*
90	26,826	*
91	26,740	
92	26,208	
93	26,200	*
94	26,000	
95	25,000	*
96	24,391	
97	24,000	*
98	23,294	*
99	22,689	
100	20,719	*
101	14,900	
AVERAGE	35,826	

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF AGRICULTURAL
EXTENSION

RANK	SALARY	
1	76,320	*
2	73,070	*
3	71,655	*
4	69,100	*
5	68,520	*
6	65,000	*
7	65,000	*
8	64,447	*
9	64,340	*
10	63,420	*
11	61,600	*
12	60,828	*
13	60,750	*
14	60,661	*
15	60,000	*
16	59,565	*
17	59,189	*
18	58,600	*
19	58,500	*
20	58,114	*
21	56,500	*
22	55,380	*
23	54,843	*
24	54,072	*
25	51,511	*
26	50,760	*
27	47,800	*
28	44,700	*
29	43,248	*
30	41,310	*
AVERAGE	59,293	

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TABLE I (Continued)

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	86,000 *
2	81,425 *
3	(80,000)*
4	74,940 *
5	71,000 *
6	70,992 *
7	68,320 *
8	68,000
9	67,900 *
10	(65,000)*
11	62,700 *
12	62,600 *
13	62,200 *
14	61,116 *
15	59,500 *
16	58,000 *
17	57,200
18	57,000 *
19	56,500 *
20	55,224 *
21	(54,310)*
22	52,525 *
23	(48,072)
24	47,754
25	47,572 *
26	46,515
27	(30,400)*
AVERAGE	61,176

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
AND GRADUATE DEAN

RANK	SALARY
1	75,400 *
2	75,000 *
3	73,000 *
4	71,129 *
5	69,000 *
6	67,970 *
7	67,000 *
8	62,840
9	60,640 *
10	60,000 *
11	60,000 *
12	59,400 *
13	56,232 *
14	54,310 *
AVERAGE	65,137

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	72,350 *
2	72,180 *
3	(68,400)*
4	63,793
5	62,400 *
6	60,000 *
7	59,100 *
8	56,600 *
9	56,508 *
10	55,047 *
11	55,000 *
12	54,687 *
13	54,600 *
14	54,300 *
15	53,892 *
16	53,000
17	53,000 *
18	51,065 *
19	49,764 *
20	49,200 *
21	48,384 *
22	48,330 *
23	(48,072)
24	48,000
25	48,000 *
26	47,897
27	47,834
28	46,946
29	46,923
30	46,500
31	45,760 *
32	45,406 *
33	45,152 *
34	45,068 *
35	(45,033)*
36	44,552 *
37	44,516 *
38	44,430 *
39	44,000 *
40	44,000
41	43,218
42	43,183 *
43	43,000 *
44	42,600
45	42,435
46	42,104 *
47	42,000 *
48	42,000 *
49	41,440
50	(41,416)
51	40,983 *
52	40,600 *
53	40,000 *
54	39,944 *
55	39,900 *
56	39,504
57	39,300 *
58	39,286 *
59	38,500
60	38,480 *
61	37,834
62	37,800 *
63	37,115 *
64	37,000 *
65	36,500 *
66	36,100 *
67	35,100
68	35,070 *
69	35,000
70	34,500
71	33,800 *
72	33,000 *
73	32,455 *
74	32,352
75	32,200
76	32,000
77	31,926
78	30,480
79	30,372 *
80	29,645 *
81	29,087
82	28,000
83	26,700 *
84	26,557
85	26,340 *
86	25,935 *
87	25,899 *
88	21,250 *
AVERAGE	43,064

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TABLE I (Continued)

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	69,617
2	60,850
3	59,000 *
4	56,910 *
5	55,000 *
6	(54,684)
7	54,500 *
8	52,308 *
9	51,200 *
10	49,500 *
11	48,888
12	48,488 *
13	48,000 *
14	47,280 *
15	45,406 *
16	45,272 *
17	45,267 *
18	45,200 *
19	44,748
20	(44,635)*
21	43,500 *
22	43,500
23	43,500 *
24	43,500 *
25	43,200
26	42,800 *
27	42,750
28	42,252 *
29	41,727
30	41,340 *
31	41,004 *
32	41,000 *
33	40,700 *
34	40,700 *
35	40,500
36	40,200 *
37	40,100 *
38	40,065
39	39,995
40	39,700 *
41	38,950 *
42	38,863 *
43	38,570 *
44	38,200
45	38,198 *
46	38,115 *
47	38,059 *
48	38,002 *
49	37,600 *
50	37,500 *
51	36,923 *
52	(36,864)*
53	36,370 *
54	36,350
55	36,200 *
56	36,000
57	36,000 *
58	35,760 *
59	35,600 *
60	35,356 *
61	34,900 *
62	(34,833)
63	34,721
64	34,670
65	34,000
66	34,000
67	33,636
68	33,078 *
69	33,000 *
70	33,000 *
71	32,600 *
72	32,500 *
73	32,197 *
74	31,787 *
75	31,508
76	31,171
77	31,149 *
78	31,092 *
79	30,552 *
80	30,195 *
81	29,066
82	29,000
83	28,350 *
84	27,750
85	27,500 *
86	27,048 *
87	27,040
88	26,052
89	26,000
90	25,969
91	25,170
92	24,676
AVERAGE	38,918

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TABLE I (Continued)

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY	
1	89,918	
2	81,120	*
3	80,300	*
4	76,900	*
5	76,542	*
6	76,025	*
7	75,000	*
8	72,000	*
9	71,623	*
10	71,000	*
11	70,600	*
12	70,200	*
13	69,900	*
14	68,000	*
15	67,704	*
16	67,000	*
17	66,000	*
18	65,250	*
19	65,200	*
20	64,068	*
21	64,000	*
22	64,000	*
23	63,700	*
24	61,700	*
25	59,800	*
26	59,200	*
27	58,500	*
28	58,000	*
29	57,600	*
30	56,600	*
31	56,500	*
32	55,572	*
33	54,961	*
34	54,600	*
35	54,594	*
36	54,420	*
37	54,125	*
38	53,996	*
39	53,988	
40	52,500	*
41	51,828	*
42	49,560	*
43	47,528	
44	45,330	*
45	43,890	*
46	43,435	*
47	38,016	
AVERAGE	61,964	

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL
DESIGN

RANK	SALARY	
1	77,000	*
2	68,000	*
3	66,000	*
4	65,500	*
5	65,400	*
6	63,000	*
7	61,751	*
8	61,000	*
9	60,000	*
10	60,000	*
11	59,800	*
12	59,000	*
13	58,000	*
14	57,180	*
15	56,500	
16	55,571	*
17	55,356	*
18	55,000	*
19	55,000	*
20	55,000	*
21	54,900	*
22	54,500	*
23	54,450	*
24	54,000	*
25	52,000	*
26	52,000	
27	51,520	*
28	50,100	*
29	49,875	*
30	48,900	*
31	47,600	*
32	45,999	*
33	45,640	*
AVERAGE	56,835	

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TABLE I (Continued)

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY	
1	85,882	*
2	81,927	
3	78,500	*
4	77,800	*
5	77,601	*
6	76,800	*
7	75,400	
8	75,000	*
9	74,600	*
10	73,100	*
11	72,864	*
12	68,625	*
13	68,500	*
14	68,400	*
15	67,200	*
16	67,000	*
17	66,492	*
18	66,250	
19	65,800	*
20	65,789	*
21	65,500	*
22	65,200	*
23	65,000	*
24	64,480	
25	64,334	
26	64,187	
27	63,500	*
28	63,500	*
29	63,400	*
30	62,950	
31	61,600	*
32	61,296	*
33	61,099	*
34	60,930	*
35	60,504	
36	60,500	*
37	60,085	*
38	59,652	*
39	59,579	
40	59,450	
41	59,100	
42	58,900	*
43	58,600	*
44	58,080	*
45	58,050	*
46	57,500	*
47	57,240	*
48	57,000	*
49	56,150	*
50	56,100	*
51	55,879	*
52	55,800	
53	55,800	
54	55,700	*
55	55,450	*
56	55,200	
57	55,002	*
58	55,000	*
59	54,490	
60	54,300	*
61	54,096	
62	54,000	*
63	53,988	
64	53,832	*
65	53,550	
66	53,500	*
67	53,380	*
68	53,096	
69	52,700	*
70	52,530	*
71	52,465	
72	52,000	
73	51,803	*
74	51,700	
75	51,675	
76	51,150	
77	51,000	
78	50,666	
79	50,526	
80	50,000	*
81	50,000	*
82	49,260	
83	49,084	*
84	48,666	*
85	48,072	
86	47,004	
87	46,700	*
88	46,500	
89	44,271	*
90	44,000	
91	41,436	
AVERAGE	59,255	

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TABLE I (Continued)

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY	
1	88,560	*
2	85,100	
3	85,000	*
4	77,554	*
5	76,500	*
6	74,040	*
7	73,800	*
8	72,670	*
9	72,030	
10	71,760	*
11	70,200	*
12	70,000	*
13	70,000	*
14	70,000	*
15	69,565	*
16	69,444	*
17	68,667	
18	68,640	*
19	68,263	
20	68,000	*
21	68,000	*
22	67,943	
23	67,800	*
24	67,500	*
25	67,000	*
26	66,800	*
27	66,000	*
28	65,688	*
29	65,358	*
30	65,000	*
31	65,000	*
32	65,000	*
33	64,000	
34	63,800	*
35	63,700	*
36	63,600	*
37	63,500	*
38	63,471	*
39	63,098	*
40	62,844	*
41	62,500	
42	62,000	*
43	61,224	
44	61,050	
45	61,050	*
46	60,500	*
47	60,188	*
48	60,000	*
49	60,000	
50	60,000	*
51	59,714	*
52	59,600	*
53	59,579	
54	59,500	*
55	59,400	*
56	59,000	
57	58,950	
58	58,850	
59	58,830	*
60	58,830	*
61	58,772	*
62	58,163	
63	58,100	
64	58,032	*
65	57,000	*
66	56,806	
67	56,566	
68	56,235	*
69	56,200	*
70	56,000	*
71	55,600	*
72	55,600	
73	55,400	*
74	55,275	*
75	55,000	*
76	55,000	*
77	55,000	*
78	54,650	*
79	54,490	
80	54,340	
81	54,168	
82	54,142	*
83	54,096	
84	54,060	*
85	54,035	
86	54,000	
87	54,000	*
88	53,988	
89	53,700	*
90	53,500	
91	53,033	*
92	52,400	
93	52,300	*
94	51,725	
95	51,600	*
96	51,400	*
97	51,279	
98	50,544	
99	50,011	*
100	50,000	
101	49,839	
102	49,536	
103	49,500	
104	49,200	
105	48,072	
106	48,027	
107	47,585	
108	47,556	*
109	46,800	
110	46,092	*
111	45,999	*
112	45,799	
113	45,767	*
114	45,516	
115	41,436	
AVERAGE	59,640	

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TABLE I (Continued)

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY	
1	63,720	*
2	62,442	*
3	60,831	*
4	60,000	*
5	59,232	*
6	59,000	*
7	58,500	*
8	57,375	*
9	56,820	
10	56,750	*
11	56,295	
12	56,000	*
13	56,000	
14	56,000	*
15	55,570	
16	55,080	*
17	55,000	
18	54,948	
19	54,000	*
20	53,895	*
21	53,880	*
22	53,496	*
23	53,304	
24	53,300	*
25	53,250	
26	53,150	*
27	53,064	*
28	52,484	
29	52,000	
30	52,000	*
31	51,850	
32	51,800	*
33	51,000	*
34	50,750	
35	50,731	*
36	50,592	*
37	50,584	
38	50,190	*
39	49,870	
40	49,771	*
41	49,387	*
42	49,038	*
43	48,950	
44	48,800	*
45	48,763	*
46	48,500	*
47	48,200	*
48	48,072	
49	48,000	*
50	48,000	*
51	47,850	*
52	47,820	
53	47,500	
54	46,370	*
55	46,000	*
56	45,700	*
57	45,375	*
58	45,200	*
59	45,000	
60	45,000	*
61	45,000	
62	44,925	*
63	44,250	
64	44,246	*
65	44,000	*
66	43,866	*
67	42,776	*
68	42,328	*
69	42,150	*
70	41,366	*
71	41,000	*
72	41,000	
73	40,383	*
74	39,500	*
75	38,341	*
76	37,440	
77	37,224	
78	37,161	*
79	36,720	
80	36,149	*
81	35,855	
82	35,654	
83	35,016	
84	34,900	
85	34,320	*
86	33,936	
87	32,700	*
88	32,550	*
89	32,047	
90	32,000	*
91	27,818	
92	23,906	*
93	19,600	*
AVERAGE	46,905	

DEANS (DIRECTORS):
DENTISTRY

RANK	SALARY	
1	95,400	*
2	93,020	*
3	91,000	*
4	90,000	*
5	74,808	*
6	73,000	*
7	70,000	*
8	67,464	*
9	65,100	*
10	64,584	*
AVERAGE	78,438	

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TABLE I (Continued)

DEANS (DIRECTORS):
EARTH SCIENCES/NATURAL RESOURCES

RANK	SALARY	
1	70,000	*
2	64,320	*
3	60,900	*
4	57,162	*
5	55,000	*
6	50,008	*
7	49,934	
8	36,000	*
AVERAGE	55,416	

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY	
1	75,649	
2	75,025	*
3	71,000	*
4	71,000	*
5	65,880	*
6	65,500	*
7	65,040	*
8	64,437	
9	64,250	*
10	63,839	*
11	63,500	*
12	62,700	*
13	62,461	*
14	62,000	*
15	61,500	*
16	61,405	
17	61,050	
18	60,640	*
19	60,200	*
20	60,000	*
21	60,000	*
22	59,832	*
23	59,750	
24	59,579	
25	59,538	
26	59,472	*
27	59,414	*
28	59,400	*
29	59,254	*
30	59,252	*
31	59,000	
32	59,000	
33	58,600	*
34	58,580	*
35	58,524	*
36	58,250	*
37	58,000	*
38	58,000	*
39	57,700	*
40	57,611	
41	57,500	
42	57,309	*
43	57,250	*
44	57,000	*
45	56,600	*
46	56,175	*
47	56,019	*
48	56,000	
49	56,000	*
50	56,000	*
51	55,909	*
52	55,620	
53	55,530	*
54	55,152	*
55	55,100	*
56	55,000	*
57	54,960	*
58	54,804	*
59	54,500	*
60	54,500	*
61	54,490	
62	54,390	
63	54,240	*
64	54,096	
65	54,000	
66	53,993	
67	53,988	
68	53,438	
69	53,200	*
70	52,800	*
71	52,800	*
72	52,500	
73	52,500	
74	52,200	
75	52,119	
76	52,080	*
77	52,000	*
78	52,000	*
79	51,895	*
80	51,800	
81	51,333	*
82	51,010	*
83	50,847	*
84	50,604	*
85	50,331	
86	50,200	*
87	50,000	
88	49,972	
89	49,800	*
90	49,700	
91	49,570	*
92	49,500	*
93	49,500	*
94	49,344	
95	48,654	
96	48,500	
97	48,300	*
98	48,072	
99	48,000	*
100	48,000	*
101	47,500	*
102	46,490	
103	46,116	
104	46,000	
105	46,000	*
106	46,000	
107	45,799	
108	45,516	
109	44,500	*
110	44,060	
111	42,996	*
112	42,512	
113	41,436	
114	41,382	*
115	40,000	*
116	40,000	
AVERAGE	54,748	

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TABLE I (Continued)

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY	
1	90,000	*
2	83,054	
3	82,000	*
4	81,200	*
5	79,000	*
6	79,000	*
7	76,160	*
8	75,100	
9	75,096	*
10	75,000	*
11	74,520	*
12	73,900	*
13	73,000	*
14	73,000	*
15	72,000	*
16	72,000	*
17	71,100	*
18	71,012	
19	70,720	*
20	70,040	*
21	70,020	*
22	70,000	*
23	69,900	*
24	69,510	*
25	69,300	
26	68,867	
27	68,610	*
28	68,600	*
29	68,300	*
30	68,300	*
31	68,000	*
32	67,000	*
33	67,000	*
34	67,000	*
35	66,630	*
36	66,000	*
37	66,000	
38	65,600	*
39	65,088	*
40	65,000	*
41	63,800	*
42	63,500	*
43	63,179	*
44	63,176	*
45	62,813	*
46	62,750	*
47	61,825	*
48	61,500	*
49	61,350	*
50	61,200	
51	61,000	*
52	60,753	*
53	60,200	*
54	60,070	
55	60,000	
56	59,000	*
57	58,104	*
58	57,500	*
59	57,000	*
60	56,436	*
61	56,000	*
62	56,000	*
63	56,000	*
64	55,824	*
65	55,800	
66	55,644	*
67	55,390	*
68	55,100	
69	55,008	
70	55,000	*
71	54,319	*
72	54,000	*
73	54,000	
74	53,988	
75	52,850	
76	52,700	*
77	52,560	
78	52,528	
79	52,012	*
80	51,888	
81	50,839	
82	48,609	*
83	48,072	
84	47,713	*
85	46,000	*
86	45,000	
87	44,182	
88	39,509	*
89	36,000	*
AVERAGE	62,689	

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY	
1	72,000	*
2	66,840	*
3	64,500	*
4	64,000	*
5	63,588	*
6	61,634	
7	59,500	*
8	58,900	*
9	57,998	*
10	57,452	*
11	56,500	
12	56,376	
13	56,000	*
14	55,008	
15	54,600	
16	54,000	*
17	53,500	*
18	53,000	*
19	52,250	*
20	52,000	*
21	51,000	
22	50,000	
23	48,500	*
24	48,400	*
25	48,072	
26	47,585	
27	47,420	
28	46,623	*
29	46,610	
30	46,488	
31	45,516	
32	45,055	*
33	44,250	*
34	43,808	
35	42,316	*
36	42,300	*
37	30,800	
AVERAGE	52,551	

DEANS (DIRECTORS):
FORESTRY

RANK	SALARY	
1	67,900	*
2	66,550	*
3	65,500	*
4	62,500	*
5	58,400	*
6	58,127	*
7	55,154	*
8	54,722	*
9	50,801	*
10	50,000	*
11	49,176	*
12	47,585	
13	46,485	
AVERAGE	56,377	

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TABLE I (Continued)

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY	
1	77,880	*
2	76,000	*
3	75,200	*
4	(75,000)	*
5	73,030	*
6	(70,125)	*
7	69,333	
8	69,200	*
9	(68,400)	*
10	65,600	
11	65,280	*
12	(65,000)	*
13	64,746	*
14	63,237	*
15	62,880	*
16	61,500	*
17	60,600	*
18	60,540	*
19	60,500	*
20	60,500	*
21	60,000	
22	60,000	
23	59,915	*
24	59,496	*
25	59,464	*
26	59,440	*
27	59,425	
28	59,000	*
29	59,000	
30	58,883	*
31	58,700	*
32	58,471	*
33	58,320	*
34	58,250	*
35	58,000	*
36	57,557	
37	57,190	*
38	57,094	
39	56,800	*
40	56,525	*
41	56,436	*
42	55,300	*
43	55,172	*
44	55,000	*
45	55,000	
46	54,600	
47	54,490	
48	(54,310)	*
49	54,000	*
50	53,988	
51	53,900	
52	53,500	*
53	53,250	*
54	52,932	
55	52,657	*
56	52,500	*
57	52,500	*
58	52,248	*
59	52,050	*
60	52,000	
61	51,843	
62	51,730	
63	51,576	
64	51,507	
65	51,385	*
66	50,997	
67	50,910	
68	50,646	
69	50,600	*
70	50,500	
71	50,000	*
72	50,000	*
73	50,000	
74	49,900	*
75	49,000	*
76	49,000	
77	48,900	*
78	48,880	*
79	48,796	*
80	48,500	
81	48,195	
82	(48,000)	
83	(48,000)	*
84	48,000	*
85	47,640	
86	47,453	*
87	47,000	*
88	46,492	
89	46,092	*
90	46,000	
91	45,830	
92	45,800	*
93	45,516	
94	45,406	*
95	45,200	*
96	(45,033)	*
97	45,000	
98	45,000	
99	44,900	*
100	42,714	
101	42,700	*
102	42,100	
103	41,652	
104	41,436	
105	41,410	*
106	40,006	
107	39,493	*
108	(30,400)	*
AVERAGE	54,065	

DEANS (DIRECTORS):
HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY	
1	66,000	*
2	60,000	*
3	58,636	*
4	58,425	*
5	57,161	*
6	56,400	*
7	54,430	*
8	53,617	*
9	53,580	
10	52,974	*
11	51,500	*
12	50,954	*
13	50,750	
14	50,220	*
15	50,000	*
16	49,000	*
17	49,000	
18	48,366	*
19	46,758	
20	46,500	*
21	46,500	*
22	41,944	*
23	41,000	
24	41,000	
25	38,268	*
26	37,791	
27	37,500	*
28	26,900	*
AVERAGE	49,113	

DEANS (DIRECTORS):
HEALTH PROFESSIONS

RANK	SALARY	
1	88,000	*
2	74,900	
3	69,360	*
4	61,700	*
5	60,464	*
6	57,500	*
7	56,500	*
8	55,800	*
9	55,700	
10	54,600	*
11	52,000	*
12	45,516	
13	45,000	
14	41,800	
15	40,006	
AVERAGE	57,256	

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DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY	
1	71,437	*
2	66,550	*
3	64,400	*
4	64,050	*
5	63,800	*
6	63,000	*
7	62,920	*
8	62,200	*
9	61,500	*
10	60,370	*
11	59,496	*
12	57,620	*
13	57,500	*
14	57,360	*
15	54,800	*
16	54,100	*
17	53,500	*
18	52,000	*
19	50,150	*
20	49,900	*
21	49,560	*
22	47,687	*
23	46,000	*
24	45,750	
25	45,523	
26	45,516	
27	44,670	*
28	43,746	*
29	41,366	*
30	36,091	
31	29,172	
32	29,050	
AVERAGE	52,837	

DEANS (DIRECTORS):
HUMANITIES

RANK	SALARY	
1	70,000	*
2	(68,735)	*
3	60,360	*
4	58,000	*
5	(57,700)	*
6	55,970	
7	54,242	*
8	53,424	
9	52,000	
10	39,000	*
11	38,299	*
12	33,000	*
AVERAGE	53,394	

DEANS (DIRECTORS):
JOURNALISM/COMMUNICATIONS

RANK	SALARY	
1	72,000	*
2	70,000	*
3	66,300	*
4	65,000	*
5	64,800	*
6	63,000	*
7	61,765	*
8	60,000	*
9	56,745	*
10	56,660	*
11	52,550	*
12	52,491	*
13	52,200	*
14	50,000	*
15	48,400	*
16	48,147	*
17	48,000	*
18	47,510	
19	47,150	*
20	46,728	*
21	46,092	*
22	41,000	*
AVERAGE	55,297	

DEANS (DIRECTORS):
LAW

RANK	SALARY	
1	97,922	*
2	91,000	*
3	86,400	*
4	86,000	*
5	84,786	*
6	84,500	*
7	82,672	*
8	81,500	*
9	80,700	*
10	79,600	*
11	79,200	
12	76,500	*
13	76,190	*
14	76,080	*
15	76,000	*
16	75,380	
17	73,200	*
18	72,750	*
19	72,500	*
20	71,500	*
21	71,400	
22	70,976	*
23	70,848	*
24	70,390	
25	70,008	*
26	70,000	*
27	70,000	*
28	70,000	*
29	69,680	*
30	67,320	*
31	66,600	
32	66,410	*
33	64,835	*
34	64,012	
35	63,500	
36	63,375	*
37	62,188	
38	62,178	*
39	62,160	*
40	62,000	*
41	60,500	
42	60,200	*
43	59,750	*
44	56,891	*
45	53,286	*
AVERAGE	71,842	

DEANS (DIRECTORS):
LIBERAL ARTS

RANK	SALARY	
1	83,000	*
2	78,500	*
3	73,100	*
4	70,050	*
5	62,750	*
6	61,355	*
7	61,270	*
8	60,819	*
9	60,000	*
10	59,900	*
11	59,801	*
12	56,400	
13	55,000	*
14	53,840	*
15	53,500	*
16	53,000	*
17	52,250	*
18	50,000	
19	49,700	
20	47,585	
21	45,799	
22	43,500	*
23	43,143	
AVERAGE	59,011	

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE I (Continued)

DEANS (DIRECTORS):
LIBRARY SCIENCE

RANK	SALARY
1	66,500 *
2	62,000 *
3	60,215 *
4	55,515 *
5	55,400 *
6	55,000 *
7	54,881 *
8	52,426
9	52,000 *
10	50,491 *
11	49,500 *
12	49,455
13	48,000 *
14	46,800 *
15	43,805 *
16	41,600 *
17	41,075 *
18	40,929 *
AVERAGE	51,422

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	122,000 *
2	118,800 *
3	115,000 *
4	115,000 *
5	110,225 *
6	108,000 *
7	105,732 *
8	105,000 *
9	99,779
10	99,144 *
11	98,800 *
12	95,000 *
13	95,000 *
14	92,160 *
15	92,028 *
16	91,416 *
17	88,911
18	86,700 *
19	86,350 *
20	83,621 *
21	82,200 *
22	(82,000)*
23	82,000 *
24	80,250
25	80,000
26	78,700 *
27	77,692 *
28	75,700 *
29	73,300 *
30	70,250 *
31	70,008 *
32	67,800 *
33	67,200 *
34	65,700 *
AVERAGE	90,043

DEANS (DIRECTORS):
MUSIC

RANK	SALARY
1	64,167 *
2	64,000 *
3	63,000
4	62,000 *
5	59,032 *
6	58,200 *
7	57,339 *
8	55,382 *
9	55,031 *
10	53,415
11	53,000
12	49,300 *
13	41,500
14	41,368
15	41,145 *
16	40,250 *
17	37,152
AVERAGE	52,664

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	76,505 *
2	72,000 *
3	69,360 *
4	66,875 *
5	65,000 *
6	64,270 *
7	63,635 *
8	62,500 *
9	61,725 *
10	61,500 *
11	61,440 *
12	61,000 *
13	60,640 *
14	60,400 *
15	59,810 *
16	59,400 *
17	58,908
18	58,889 *
19	58,788 *
20	58,310 *
21	57,800 *
22	56,992 *
23	56,436 *
24	56,065 *
25	56,000 *
26	55,700
27	55,400 *
28	55,200 *
29	55,000 *
30	54,000 *
31	53,973 *
32	53,922 *
33	53,500 *
34	53,400 *
35	53,283
36	53,200
37	52,002 *
38	51,861
39	50,500
40	50,000 *
41	49,925 *
42	49,600 *
43	49,472
44	49,440 *
45	48,000 *
46	47,718
47	47,600 *
48	47,412 *
49	46,532 *
50	45,800 *
51	45,000 *
52	44,616 *
53	41,604
54	38,340
55	31,450 *
56	31,000 *
AVERAGE	54,620

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE I (Continued)

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY	
1	78,000	*
2	76,414	*
3	74,107	*
4	69,313	*
5	69,265	*
6	68,760	*
7	68,263	*
8	68,263	*
9	67,700	*
10	66,500	*
11	65,000	*
12	63,741	*
13	62,000	*
14	60,100	*
15	59,730	*
16	58,550	
17	57,776	*
18	56,898	*
19	56,460	*
20	55,860	*
21	55,500	*
22	54,296	*
23	53,004	*
24	52,700	*
25	51,810	
26	51,250	*
27	49,200	
28	48,638	*
29	41,528	
30	41,213	*
AVERAGE	60,061	

DEANS (DIRECTORS):
PUBLIC AFFAIRS

RANK	SALARY	
1	78,589	*
2	65,400	
3	64,000	*
4	57,121	*
5	57,000	
6	56,000	*
7	49,500	*
8	48,400	*
AVERAGE	59,501	

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY	
1	89,419	
2	83,000	*
3	81,500	*
4	68,960	*
5	68,640	*
6	66,960	*
7	65,329	*
8	65,000	*
9	64,680	*
10	63,318	*
11	61,000	*
12	60,500	
13	59,167	*
14	59,000	*
15	58,600	*
16	58,500	*
17	58,000	
18	57,000	*
19	56,743	
20	54,700	
21	53,864	*
22	53,500	*
23	51,852	
24	51,250	*
25	50,000	*
26	50,000	*
27	49,700	
28	45,799	
29	45,000	
30	45,000	
31	44,970	
32	42,100	
33	41,436	
AVERAGE	58,318	

DEANS (DIRECTORS):
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY	
1	75,000	*
2	(68,735)	*
3	68,667	
4	66,890	*
5	66,108	*
6	61,931	*
7	60,840	*
8	59,600	
9	59,529	*
10	(57,700)	*
11	56,750	
12	55,503	*
13	48,070	
14	45,516	
15	39,500	*
AVERAGE	59,347	

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY	
1	78,368	*
2	67,000	*
3	67,000	*
4	66,560	*
5	66,000	*
6	65,600	*
7	62,010	*
8	62,000	*
9	60,000	*
10	58,889	*
11	55,007	*
12	54,700	*
13	53,328	
14	53,100	*
15	53,000	*
16	52,500	*
17	51,500	*
18	50,950	*
19	50,000	*
20	49,300	*
21	48,000	*
22	46,112	
23	38,568	*
AVERAGE	56,934	

DEANS (DIRECTORS):
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY	
1	73,750	*
2	64,200	*
3	58,346	*
4	56,450	*
5	56,000	*
6	55,400	*
7	54,480	*
8	54,260	*
9	52,736	*
10	52,000	*
11	52,000	*
12	50,667	
13	50,000	*
14	49,500	
15	47,500	
16	46,600	
17	39,262	
18	39,060	
19	31,175	
AVERAGE	51,737	

UNIVERSITY OF ARKANSAS
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TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-THREE UNIVERSITIES IN FORTY-FIVE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-ATLANTA REGION-

The Atlanta Region as defined by the Equal Employment Opportunity Commission includes the states of Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee. The twenty-four participating universities from this region are as follows:

Auburn University
Clemson University
East Tennessee State University
Georgia Institute of Technology
Georgia State University
Memphis State University
Middle Tennessee State University
Mississippi State University
North Carolina State University at Raleigh
Tennessee Technological University
University of Alabama
University of Alabama in Birmingham
University of Alabama in Huntsville
University of Florida
University of Georgia
University of Kentucky
University of Louisville
University of Mississippi
University of North Carolina at Chapel Hill
University of North Carolina at Greensboro
University of South Alabama
University of South Carolina, Columbia
University of Southern Mississippi
University of Tennessee - Knoxville

TABLE II (Continued)
—ATLANTA REGION—

PRESIDENT OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	80,000
2	79,680
3	71,463
4	68,970
AVERAGE	75,028

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	91,100
2	91,100
3	87,500
4	85,867
5	84,750
6	84,000
7	83,350
8	83,016
9	74,550
10	72,820
11	71,463
12	68,970
13	68,970
14	68,000
15	64,625
16	61,500
17	56,360
18	54,500
19	54,500
AVERAGE	74,050

ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT

RANK	SALARY
1	84,000
2	83,728
3	77,647
4	77,000
5	76,700
6	70,800
7	67,400
8	66,500
9	63,750
10	61,500
11	61,325
12	60,938
13	60,000
14	(55,008)
15	54,500
16	54,242
17	48,000
18	47,500
AVERAGE	65,030

ACADEMIC OFFICERS: PROVOST

RANK	SALARY
1	(89,810)
2	75,075
3	71,000
4	67,500
5	55,200
6	(55,008)
7	51,994
AVERAGE	66,512

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES

RANK	SALARY
1	68,000
2	60,800
3	59,500
4	58,000
5	55,500
6	55,489
7	53,500
8	52,400
9	51,800
10	51,570
11	51,180
12	50,533
13	50,290
14	49,950
15	49,500
16	46,245
17	45,750
18	44,000
19	42,000
20	41,784
21	41,539
22	40,020
23	35,640
24	30,833
AVERAGE	49,409

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	55,400
2	47,943
3	(45,000)
4	45,000
5	43,969
6	36,770
7	35,985
8	28,000
9	(24,253)
10	23,001
11	21,000
12	20,053
AVERAGE	35,531

UNIVERSITY OF ARKANSAS
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TABLE II (Continued)
—ATLANTA REGION—

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	71,639
2	59,961
3	59,064
4	58,080
5	56,337
6	55,365
7	55,000
8	53,700
9	51,725
10	51,600
11	50,900
12	50,460
13	49,500
14	48,150
15	46,700
16	46,500
17	42,800
18	42,542
19	41,707
20	41,450
21	39,700
22	38,280
23	37,600
24	36,000
25	33,428
AVERAGE	48,728

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	77,000
2	74,424
3	72,000
4	68,300
5	67,000
6	66,000
7	65,000
8	62,200
9	61,047
10	58,500
11	57,815
12	57,720
13	56,450
14	55,000
15	54,000
16	53,824
17	49,570
18	48,732
19	45,000
20	44,000
AVERAGE	59,679

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	62,899
2	58,000
3	57,480
4	56,000
5	52,800
6	50,040
7	48,500
8	47,800
9	45,911
10	45,100
11	44,600
12	44,000
13	42,792
14	42,600
15	42,086
16	41,690
17	39,200
18	38,943
19	33,814
20	29,268
AVERAGE	46,026

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY
1	(52,140)
2	51,000
3	49,000
4	41,562
5	30,183
6	27,888
AVERAGE	41,962

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	60,000
2	(52,140)
3	42,450
4	31,296
5	23,500
AVERAGE	41,877

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—ATLANTA REGION—

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	54,100
2	48,700
3	43,000
4	39,804
5	39,500
6	39,000
7	34,874
8	34,500
9	33,343
10	32,856
11	32,460
12	32,055
13	31,200
14	30,619
15	30,000
16	29,700
17	28,600
18	27,000
19	25,632
20	25,200
21	23,100
AVERAGE	34,059

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	56,370
2	51,999
3	51,264
4	48,180
5	44,725
6	43,836
7	43,350
8	40,500
9	38,753
10	38,500
11	37,092
12	33,593
13	33,150
14	31,030
15	30,529
16	30,365
17	29,244
18	28,620
19	25,900
AVERAGE	38,789

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	59,780
2	51,499
3	46,906
4	46,773
5	46,640
6	44,700
7	42,250
8	41,686
9	41,400
10	40,200
11	39,600
12	39,400
13	38,000
14	37,800
15	37,080
16	36,900
17	36,000
18	35,000
19	31,652
20	29,928
21	28,620
22	25,110
23	24,000
AVERAGE	39,171

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	72,000
2	66,000
3	64,173
4	61,080
5	60,775
6	60,000
7	59,499
8	58,500
9	57,450
10	55,700
11	55,500
12	54,500
13	54,125
14	51,200
15	50,616
16	48,200
17	46,705
18	44,460
19	42,816
AVERAGE	55,963

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	57,016
2	49,730
3	48,800
4	48,507
5	48,456
6	45,840
7	44,400
8	40,930
9	40,925
10	39,504
11	39,200
12	35,690
13	28,691
AVERAGE	43,668

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TABLE II (Continued)
—ATLANTA REGION—

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	42,820
2	31,550
3	31,395
4	25,101
5	19,812
AVERAGE	30,136

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	46,242
2	45,000
3	41,696
4	41,500
5	41,140
6	40,275
7	39,830
8	37,257
9	36,300
10	35,594
11	35,500
12	35,500
13	33,874
14	32,076
15	31,979
16	31,500
17	30,784
18	(29,952)
19	28,390
20	26,090
21	24,000
22	22,000
AVERAGE	34,840

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	56,220
2	53,000
3	51,299
4	50,520
5	48,000
6	45,148
7	44,500
8	43,440
9	42,561
10	39,000
11	38,950
12	36,240
13	35,640
14	34,500
15	33,840
16	31,713
17	31,020
18	30,501
19	28,829
20	26,233
21	26,100
22	25,800
23	23,480
24	21,888
AVERAGE	37,434

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	39,300
2	39,030
3	38,781
4	37,463
5	37,338
6	37,000
7	34,636
8	34,040
9	33,500
10	33,120
11	32,500
12	32,340
13	31,376
14	30,800
15	29,706
16	29,620
17	29,410
18	29,040
19	29,000
20	28,864
21	28,091
22	27,600
23	24,780
24	24,206
AVERAGE	32,148

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	44,776
2	42,833
3	40,030
4	38,200
5	37,460
6	36,960
7	35,625
8	35,000
9	34,680
10	34,661
11	33,000
12	31,000
13	28,094
14	27,945
15	27,148
16	27,000
17	26,112
18	24,800
19	23,398
20	22,730
21	20,260
22	18,995
AVERAGE	31,395

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TABLE II (Continued)
—ATLANTA REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	79,671
2	76,194
3	70,000
4	69,263
5	68,500
6	67,142
7	65,924
8	61,436
9	61,320
10	60,660
11	58,647
12	53,380
13	52,200
14	37,000
15	34,025
16	21,792
17	18,394
AVERAGE	56,209

ADMINISTRATIVE OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	(89,810)
2	77,500
3	73,704
4	62,720
5	62,000
6	60,083
AVERAGE	70,970

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	65,200
2	62,700
3	60,300
4	60,000
5	56,998
6	43,202
AVERAGE	58,067

ADMINISTRATIVE OPERATIONS OFFICERS:
VICE PRESIDENT FOR PLANNING
AND BUDGETING

RANK	SALARY
1	54,990
2	54,567
3	53,125
4	(44,635)
5	36,610
AVERAGE	49,785

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	58,000
2	56,000
3	52,250
4	47,614
5	47,151
6	45,723
7	43,762
8	39,500
9	36,976
10	32,000
AVERAGE	45,898

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	66,000
2	59,750
3	58,500
4	53,251
5	53,000
6	51,899
7	50,000
8	44,448
9	37,356
10	35,000
11	32,810
12	25,980
13	(24,253)
AVERAGE	45,557

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—ATLANTA REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	58,428
2	58,000
3	51,785
4	48,950
5	47,650
6	47,526
7	(42,792)
8	41,748
9	40,500
10	40,000
11	39,862
12	34,408
13	33,840
14	31,018
15	24,840
AVERAGE	42,756

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	61,200
2	55,100
3	54,498
4	51,795
5	50,556
6	47,600
7	46,800
8	45,192
9	44,892
10	44,600
11	44,400
12	44,260
13	(42,792)
14	42,600
15	42,488
16	41,425
17	41,160
18	41,000
19	38,600
20	37,344
21	37,032
22	35,217
23	30,390
AVERAGE	44,388

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	49,185
2	45,999
3	42,025
4	42,000
5	40,790
6	36,200
7	36,000
8	34,500
9	31,380
10	31,380
11	30,501
12	28,967
13	27,840
14	27,216
15	27,000
16	25,850
17	25,000
18	20,400
19	19,824
AVERAGE	32,740

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR PUBLIC
RELATIONS AND/OR INFORMATION

RANK	SALARY
1	63,322
2	55,000
3	48,600
4	(43,500)
AVERAGE	52,606

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	51,355
2	48,065
3	43,839
4	41,089
5	39,640
6	39,300
7	36,950
8	33,600
9	33,251
10	33,251
11	31,100
12	30,193
13	(26,004)
14	21,680
AVERAGE	36,380

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1983-1984

TABLE II (Continued)
—ATLANTA REGION—

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR
UNIVERSITY RELATIONS

RANK	SALARY
1	63,291
2	57,000
3	55,600
AVERAGE	58,630

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	48,720
2	48,206
3	47,513
4	44,504
5	43,794
6	42,400
7	41,600
8	37,849
9	31,000
10	30,000
AVERAGE	41,559

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	73,030
2	72,000
3	67,000
4	60,500
5	50,712
6	46,870
7	46,224
8	46,000
9	(43,500)
AVERAGE	56,204

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	59,535
2	54,600
3	(54,000)
4	49,021
5	47,226
6	45,360
7	45,150
8	45,000
9	43,826
10	43,400
11	42,975
12	38,540
13	35,300
14	28,533
15	27,489
AVERAGE	43,997

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	(54,000)
2	52,000
3	50,154
4	48,399
5	47,093
6	46,187
7	43,900
8	(43,500)
9	42,450
10	41,686
11	40,728
12	39,801
13	38,911
14	38,500
15	35,896
16	34,705
17	31,409
18	30,560
19	28,772
20	26,826
21	26,740
22	23,294
23	14,900
AVERAGE	38,279

TABLE II (Continued)
—ATLANTA REGION—

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	73,070
2	69,100
3	65,000
4	60,661
5	59,189
6	55,380
AVERAGE	63,733

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH (CONTRACTS AND GRANTS)

RANK	SALARY
1	86,000
2	67,900
3	62,700
4	58,500
5	55,224
6	52,525
7	47,754
8	(30,400)
AVERAGE	57,625

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES (CONTRACTS AND GRANTS)

RANK	SALARY
1	72,350
2	53,892
3	53,000
4	49,200
5	48,330
6	48,000
7	48,000
8	45,152
9	43,000
10	42,000
11	39,286
12	37,834
13	37,800
14	36,100
15	32,000
16	30,480
17	21,250
AVERAGE	43,393

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	59,000
2	52,308
3	49,500
4	45,272
5	(44,635)
6	43,500
7	43,200
8	42,750
9	41,340
10	38,950
11	38,059
12	34,670
13	31,149
14	28,350
15	27,750
16	24,676
AVERAGE	40,319

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	76,542
2	72,000
3	68,000
4	64,000
5	63,700
6	54,600
7	54,420
8	54,125
9	38,016
AVERAGE	60,600

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	68,000
2	61,000
3	55,000
4	55,000
5	54,900
6	54,000
7	52,000
8	49,875
AVERAGE	56,222

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	77,601
2	75,400
3	74,600
4	65,789
5	63,500
6	60,085
7	59,652
8	57,240
9	55,000
10	54,300
11	53,550
12	51,150
13	47,004
14	44,000
AVERAGE	59,919

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TABLE II (Continued)
—ATLANTA REGION—

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	85,100
2	77,534
3	76,500
4	73,800
5	70,000
6	69,444
7	68,000
8	63,700
9	63,471
10	61,050
11	60,000
12	59,000
13	58,850
14	58,830
15	55,000
16	54,142
17	54,060
18	54,000
19	53,033
20	49,839
21	46,800
22	45,799
AVERAGE	61,726

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	62,442
2	60,000
3	56,000
4	53,880
5	53,250
6	52,000
7	48,500
8	45,375
9	45,000
10	45,000
11	44,925
12	42,776
13	41,366
14	41,000
15	38,341
16	37,440
17	36,720
18	35,855
19	33,936
20	32,550
AVERAGE	45,318

DEANS (DIRECTORS):
DENTISTRY

RANK	SALARY
1	93,020
2	90,000
3	74,808
4	73,000
AVERAGE	82,707

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	65,500
2	62,461
3	61,500
4	60,640
5	60,000
6	59,832
7	58,524
8	57,700
9	54,860
10	54,500
11	54,240
12	52,080
13	52,000
14	50,847
15	50,331
16	49,570
17	46,490
18	46,116
19	45,799
20	44,500
21	44,060
AVERAGE	53,883

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	79,000
2	73,000
3	70,020
4	70,000
5	69,510
6	69,300
7	66,630
8	63,500
9	63,179
10	61,825
11	59,000
12	56,000
13	55,008
14	51,888
15	50,839
16	46,000
17	36,000
AVERAGE	61,218

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	53,500
2	52,250
3	47,420
4	42,300
AVERAGE	48,868

DEANS (DIRECTORS):
FORESTRY

RANK	SALARY
1	67,900
2	66,550
3	65,500
4	55,154
5	54,722
AVERAGE	61,965

TABLE II (Continued)
—ATLANTA REGION—

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	77,880
2	73,030
3	61,500
4	60,500
5	59,915
6	59,440
7	58,883
8	58,700
9	58,471
10	57,190
11	52,657
12	52,500
13	52,050
14	48,195
15	47,000
16	46,492
17	45,000
18	42,714
19	42,100
20	41,652
21	(30,400)
AVERAGE	53,632

DEANS (DIRECTORS):
HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY
1	58,425
2	57,161
3	54,430
4	51,500
5	49,000
6	41,944
AVERAGE	52,077

DEANS (DIRECTORS):
HEALTH PROFESSIONS

RANK	SALARY
1	88,000
2	74,900
3	69,360
4	61,700
5	45,516
6	45,000
AVERAGE	64,079

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	71,437
2	64,050
3	54,100
4	49,900
5	49,560
6	46,000
7	44,670
8	29,172
AVERAGE	51,111

DEANS (DIRECTORS):
HUMANITIES

RANK	SALARY
1	70,000
2	(68,735)
3	55,970
4	54,242
AVERAGE	62,237

DEANS (DIRECTORS):
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	66,300
2	60,000
3	56,745
4	50,000
5	48,400
6	48,000
7	47,150
AVERAGE	53,799

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	82,672
2	80,700
3	79,200
4	76,000
5	73,200
6	72,500
7	70,976
8	69,680
9	63,375
10	62,188
11	62,160
AVERAGE	72,059

DEANS (DIRECTORS):
LIBERAL ARTS

RANK	SALARY
1	73,100
2	62,750
3	60,000
4	55,000
5	53,000
6	45,799
AVERAGE	58,275

DEANS (DIRECTORS):
LIBRARY SCIENCE

RANK	SALARY
1	66,500
2	54,881
3	49,500
4	48,000
5	41,075
AVERAGE	51,991

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	118,800
2	115,000
3	108,000
4	99,779
5	99,144
6	80,250
7	80,000
AVERAGE	100,139

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TABLE II (Continued)
—ATLANTA REGION—

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	69,360
2	64,270
3	63,635
4	61,500
5	59,810
6	59,400
7	56,000
8	55,200
9	55,000
10	53,922
11	53,283
12	50,000
13	49,925
14	49,440
15	41,604
16	38,340
AVERAGE	55,043

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	74,107
2	69,313
3	69,265
4	66,500
5	56,460
6	54,296
AVERAGE	64,990

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY
1	57,000
2	54,700
3	45,799
4	42,100
AVERAGE	49,900

DEANS (DIRECTORS):
SOCIAL AND BEHAVIORAL SCIENCES

RANK	SALARY
1	75,000
2	(68,735)
3	61,831
AVERAGE	68,522

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY
1	65,600
2	55,007
3	53,100
4	50,950
5	49,300
6	48,000
AVERAGE	53,660

DEANS (DIRECTORS):
VETERINARY MEDICINE

RANK	SALARY
1	78,130
2	70,620
3	68,000
4	67,200
5	57,180
AVERAGE	68,226

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-THREE UNIVERSITIES IN FORTY-FIVE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-CHICAGO REGION-

The Chicago Region as defined by the Equal Employment Opportunity Commission includes the states of Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin. The twenty-six participating universities from this region are as follows:

Ball State University
Bowling Green State University
Central Michigan University
Cleveland State University
Illinois State University
Indiana State University
Indiana University-Purdue University at Indianapolis
Indiana University Bloomington
Kent State University
Miami University
Michigan State University
Northern Illinois University
Oakland University
Ohio State University
Ohio University
Southern Illinois University at Carbondale
Southern Illinois University at Edwardsville
University of Akron
University of Cincinnati
University of Illinois at Chicago
University of Illinois at Urbana-Champaign
University of Michigan
University of Toledo
University of Wisconsin at Madison
University of Wisconsin at Milwaukee
Western Michigan University

TABLE II (Continued)
—CHICAGO REGION—

PRESIDENT OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	92,760
2	86,100
3	82,500
4	79,500
5	79,598
6	78,500
7	75,000
AVERAGE	81,850

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	96,500
2	92,700
3	89,500
4	89,500
5	88,000
6	87,000
7	84,000
8	81,855
9	77,650
10	75,000
11	73,000
12	72,660
13	72,000
14	71,500
15	71,050
16	70,000
17	67,536
18	66,525
19	66,525
AVERAGE	79,553

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	(88,500)
2	(84,360)
3	82,000
4	(80,400)
5	74,000
6	71,000
7	68,500
8	68,244
9	66,000
10	65,124
11	64,600
12	63,852
13	63,000
14	62,500
15	61,500
16	(56,544)
17	55,100
18	54,912
19	50,500
AVERAGE	67,402

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	(88,500)
2	(84,360)
3	(80,400)
4	75,000
5	71,800
6	70,000
7	69,800
8	63,845
9	63,550
10	(56,544)
AVERAGE	72,380

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	75,352
2	65,300
3	62,700
4	60,500
5	58,300
6	56,035
7	56,023
8	56,000
9	56,000
10	55,500
11	54,720
12	54,200
13	53,600
14	52,536
15	51,050
16	49,000
17	48,000
18	47,794
19	46,572
20	46,533
21	45,550
22	45,000
23	43,048
24	43,000
25	36,850
AVERAGE	52,767

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	57,240
2	49,990
3	46,000
4	44,100
5	40,500
6	40,444
7	40,404
8	38,700
9	37,700
10	37,680
11	37,000
12	37,000
13	36,700
14	34,000
15	33,100
16	32,736
17	32,650
18	32,500
19	31,692
20	31,528
21	30,300
22	29,929
23	28,760
24	27,850
25	27,820
26	23,388
AVERAGE	36,143

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TABLE II (Continued)
—CHICAGO REGION—

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	78,504
2	60,000
3	57,800
4	56,040
5	55,750
6	54,240
7	54,060
8	53,250
9	50,600
10	50,000
11	49,800
12	49,008
13	49,000
14	47,964
15	47,000
16	46,153
17	46,000
18	45,200
19	45,012
20	44,760
21	44,022
22	44,000
23	41,600
24	40,624
25	40,500
AVERAGE	50,035

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	88,500
2	(76,600)
3	(70,080)
4	(69,750)
5	67,300
6	66,500
7	65,400
8	65,358
9	64,000
10	61,900
11	61,476
12	61,000
13	60,871
14	59,196
15	59,000
16	58,688
17	57,950
18	(54,684)
19	54,500
20	51,312
AVERAGE	63,703

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	66,000
2	54,300
3	53,800
4	53,544
5	49,872
6	48,814
7	48,000
8	46,885
9	46,320
10	46,000
11	45,192
12	44,300
13	43,884
14	43,500
15	39,684
16	39,600
17	36,750
18	36,200
19	35,200
AVERAGE	46,202

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY
1	(76,600)
2	66,000
3	52,000
4	49,750
5	48,400
6	41,040
7	32,003
AVERAGE	52,256

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	58,000
2	57,000
3	56,200
4	48,700
5	40,500
6	35,273
7	30,600
AVERAGE	46,610

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	48,500
2	47,000
3	43,236
4	40,800
5	37,500
6	35,160
7	35,150
8	34,000
9	34,000
10	33,768
11	33,675
12	33,000
13	32,250
14	31,574
15	31,332
16	29,345
17	28,908
18	28,600
AVERAGE	35,433

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	54,920
2	53,500
3	50,148
4	48,815
5	47,033
6	47,000
7	46,365
8	44,300
9	44,257
10	41,760
11	40,848
12	40,000
13	37,821
14	36,900
15	35,364
16	35,124
17	32,300
AVERAGE	43,321

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—CHICAGO REGION—

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	66,300
2	59,579
3	57,200
4	53,000
5	49,350
6	48,969
7	48,576
8	48,170
9	47,376
10	44,810
11	44,400
12	42,485
13	40,176
14	39,500
15	38,897
16	38,203
17	37,950
18	37,608
19	36,700
20	36,407
21	27,500
AVERAGE	44,912

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	64,400
2	64,000
3	64,000
4	62,430
5	62,200
6	60,400
7	60,000
8	60,000
9	59,688
10	59,400
11	55,472
12	55,344
13	54,672
14	54,300
15	53,640
16	(52,968)
17	49,840
18	47,100
AVERAGE	57,603

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	55,500
2	(52,968)
3	50,500
4	49,039
5	47,264
6	46,000
7	45,360
8	44,743
9	44,600
10	44,356
11	42,500
12	40,700
13	39,395
14	38,671
15	37,314
16	29,850
17	29,025
AVERAGE	43,399

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	69,450
2	54,660
3	45,721
4	38,007
5	35,940
6	35,500
7	31,080
8	26,898
9	26,817
10	25,579
11	22,200
AVERAGE	37,441

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1983-1984

TABLE II (Continued)
—CHICAGO REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	55,230
2	51,695
3	49,500
4	49,300
5	47,210
6	45,960
7	44,650
8	43,000
9	42,569
10	42,161
11	42,096
12	41,640
13	40,900
14	40,710
15	40,450
16	39,943
17	38,854
18	38,038
19	37,660
20	37,500
21	36,948
22	36,850
23	34,668
24	33,500
AVERAGE	42,126

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	56,660
2	47,000
3	45,120
4	42,500
5	42,300
6	41,800
7	41,239
8	40,600
9	39,943
10	39,756
11	39,181
12	38,864
13	38,544
14	35,641
15	35,405
16	34,500
17	33,401
18	33,000
19	32,100
20	31,400
AVERAGE	39,459

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	48,840
2	48,150
3	47,159
4	46,011
5	43,800
6	43,002
7	42,800
8	41,511
9	40,363
10	39,000
11	38,690
12	38,600
13	37,800
14	37,348
15	36,468
16	35,880
17	35,484
18	34,000
19	33,600
20	33,520
21	33,102
22	31,340
23	28,917
24	28,600
25	27,791
26	25,814
AVERAGE	37,619

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	60,100
2	54,581
3	51,432
4	49,320
5	48,500
6	47,952
7	46,196
8	45,120
9	45,000
10	42,924
11	40,624
12	39,504
13	39,400
14	37,230
15	36,086
16	34,817
17	34,500
18	33,265
19	31,847
20	31,677
21	29,500
22	29,482
AVERAGE	41,334

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	83,319
2	80,700
3	66,447
4	65,700
5	63,600
6	60,965
7	59,337
8	54,120
9	53,681
10	53,032
11	52,650
12	52,150
13	50,324
14	48,500
15	46,567
16	45,396
17	42,525
18	41,942
19	38,544
20	37,378
21	24,091
AVERAGE	53,379

ADMINISTRATIVE OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	(69,750)
2	69,550
3	46,700
AVERAGE	62,000

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	73,700
2	(70,080)
3	64,000
4	60,000
5	58,500
6	57,950
7	57,000
8	52,968
AVERAGE	61,775

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1983-1984

TABLE II (Continued)
—CHICAGO REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
VICE PRESIDENT FOR PLANNING
AND BUDGETING

RANK	SALARY
1	70,000
2	65,040
3	62,000
4	55,400
5	49,296
AVERAGE	60,347

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	82,500
2	67,200
3	57,500
4	56,780
5	55,020
6	51,000
7	48,400
8	47,300
9	42,800
10	41,230
11	40,650
12	39,160
13	39,099
14	36,002
15	19,100
AVERAGE	48,249

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	56,000
2	56,000
3	55,556
4	53,900
5	53,692
6	52,500
7	50,750
8	45,750
9	43,950
10	42,650
11	42,624
12	40,750
13	38,580
14	36,132
15	35,000
16	31,932
17	30,912
18	27,691
19	23,340
20	20,150
AVERAGE	41,893

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	60,700
2	58,000
3	55,352
4	48,875
5	48,300
6	47,748
7	45,750
8	45,700
9	42,120
10	41,800
11	41,198
12	38,500
13	34,196
14	33,336
15	32,350
16	31,110
AVERAGE	44,065

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	65,800
2	59,950
3	57,600
4	56,520
5	55,178
6	52,900
7	52,500
8	50,328
9	48,732
10	48,550
11	48,000
12	47,802
13	46,500
14	46,396
15	46,308
16	45,721
17	45,300
18	44,750
19	44,200
20	43,656
21	42,200
22	41,900
23	41,790
24	41,404
25	39,590
AVERAGE	48,543

TABLE II (Continued)
—CHICAGO REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	49,800
2	45,760
3	45,700
4	43,078
5	41,500
6	39,067
7	38,853
8	37,000
9	37,000
10	36,300
11	35,509
12	34,752
13	34,500
14	34,248
15	33,960
16	33,500
17	33,300
18	32,675
19	31,500
20	31,336
21	23,830
AVERAGE	36,818

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	60,700
2	58,000
3	55,352
4	48,875
5	48,300
6	47,748
7	45,750
8	45,700
9	42,120
10	41,800
11	41,198
12	38,500
13	34,196
14	33,336
15	32,350
16	31,110
AVERAGE	44,065

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	65,800
2	59,950
3	57,600
4	56,520
5	55,178
6	52,900
7	52,500
8	50,328
9	48,732
10	48,550
11	48,000
12	47,802
13	46,500
14	46,396
15	46,308
16	45,721
17	45,300
18	44,750
19	44,200
20	43,656
21	42,200
22	41,900
23	41,790
24	41,404
25	39,590
AVERAGE	48,543

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	49,800
2	45,760
3	45,700
4	43,078
5	41,500
6	39,067
7	38,853
8	37,000
9	37,000
10	36,300
11	35,509
12	34,752
13	34,500
14	34,248
15	33,960
16	33,500
17	33,300
18	32,675
19	31,500
20	31,336
21	23,830
AVERAGE	36,818

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR PUBLIC
RELATIONS AND/OR INFORMATION

RANK	SALARY
1	74,160
2	66,000
3	62,200
4	58,179
5	57,500
6	53,088
7	51,000
8	50,500
9	47,870
AVERAGE	57,833

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—CHICAGO REGION—

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	55,000
2	55,000
3	48,000
4	46,526
5	42,036
6	38,748
7	38,000
8	37,800
9	35,800
10	34,100
11	33,656
12	33,291
13	31,500
14	31,455
15	31,236
AVERAGE	39,476

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR UNIVERSITY RELATIONS

RANK	SALARY
1	62,610
2	62,200
3	58,000
4	56,000
5	47,000
AVERAGE	57,162

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	44,084
2	43,500
3	40,847
4	36,035
5	35,839
AVERAGE	40,061

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	95,000
2	68,600
3	63,943
4	50,000
5	43,058
6	34,500
AVERAGE	59,184

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	64,200
2	57,368
3	48,900
4	47,500
5	(46,092)
6	46,000
7	42,167
8	41,250
9	40,320
10	40,008
11	38,500
12	(37,510)
13	35,000
14	31,150
AVERAGE	43,998

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	70,000
2	64,000
3	59,750
4	47,650
5	(46,092)
6	39,545
7	38,500
8	(37,510)
9	33,450
10	33,000
11	31,972
12	31,785
13	31,500
14	30,500
15	30,500
16	29,931
17	29,000
18	27,763
19	27,756
20	26,208
AVERAGE	38,321

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	71,655
2	68,520
3	65,000
AVERAGE	68,392

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1983-1984

TABLE II (Continued)
—CHICAGO REGION—

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
AND GRADUATE DEAN

RANK	SALARY
1	75,400
2	75,000
3	69,000
4	62,840
AVERAGE	70,560

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	59,100
2	56,508
3	54,300
4	51,065
5	48,384
6	47,834
7	44,000
8	43,218
9	42,104
10	41,440
11	40,600
12	39,944
13	39,504
14	38,500
15	35,100
16	33,000
17	32,352
18	31,926
19	26,700
AVERAGE	42,399

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	60,850
2	(54,684)
3	49,888
4	47,280
5	43,500
6	43,500
7	41,004
8	40,500
9	40,200
10	40,065
11	39,995
12	38,115
13	37,600
14	36,350
15	34,721
16	34,000
17	31,171
18	30,552
AVERAGE	41,276

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	81,120
2	76,900
3	75,000
4	71,000
5	49,560
AVERAGE	70,716

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL
DESIGN

RANK	SALARY
1	66,000
2	65,500
3	63,000
4	56,500
5	52,000
AVERAGE	60,600

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	85,882
2	78,500
3	77,800
4	75,000
5	68,500
6	64,354
7	64,187
8	62,950
9	60,504
10	59,450
11	59,100
12	58,900
13	58,080
14	58,050
15	57,000
16	55,800
17	55,200
18	53,500
19	52,700
20	50,666
21	49,260
AVERAGE	62,161

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1983-1984

TABLE II (Continued)
—CHICAGO REGION—

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	88,560
2	74,040
3	72,670
4	70,000
5	68,263
6	68,000
7	67,800
8	65,000
9	65,000
10	62,500
11	61,224
12	61,050
13	60,188
14	58,950
15	58,830
16	58,163
17	58,100
18	56,806
19	56,566
20	55,600
21	54,035
22	52,300
23	50,544
24	47,556
AVERAGE	62,156

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	63,720
2	56,820
3	56,750
4	56,295
5	55,570
6	55,080
7	55,000
8	54,948
9	54,000
10	53,496
11	53,304
12	52,484
13	52,000
14	50,750
15	50,731
16	49,870
17	48,763
18	48,000
19	47,820
20	46,000
21	45,700
AVERAGE	52,719

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	71,000
2	65,880
3	64,250
4	62,000
5	61,050
6	60,000
7	59,750
8	59,538
9	59,000
10	58,000
11	57,611
12	57,500
13	57,000
14	56,175
15	55,620
16	54,804
17	53,993
18	53,438
19	52,800
20	51,333
21	50,604
22	49,344
23	48,000
24	47,500
25	46,000
AVERAGE	56,488

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	82,000
2	79,000
3	76,160
4	74,520
5	73,000
6	71,100
7	71,012
8	68,867
9	68,000
10	63,176
11	61,200
12	61,000
13	60,070
14	59,104
15	52,560
AVERAGE	67,985

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	66,840
2	64,500
3	61,634
4	59,500
5	58,900
6	56,500
7	56,376
8	56,000
9	55,008
10	46,610
11	44,250
12	43,808
AVERAGE	55,827

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	75,200
2	(65,000)
3	62,880
4	60,540
5	60,500
6	60,000
7	59,425
8	59,000
9	57,094
10	52,932
11	52,248
12	51,576
13	51,385
14	50,997
15	50,910
16	50,646
17	50,000
18	48,900
19	48,000
AVERAGE	56,170

TABLE II (Continued)
—CHICAGO REGION—

DEANS (DIRECTORS):
HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY
1	66,000
2	60,000
3	50,954
4	50,750
5	46,500
6	46,500
7	41,000
8	37,791
9	37,500
AVERAGE	48,555

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	66,550
2	63,800
3	63,000
4	45,523
AVERAGE	59,718

DEANS (DIRECTORS):
HUMANITIES

RANK	SALARY
1	60,360
2	53,424
3	39,000
AVERAGE	50,928

DEANS (DIRECTORS):
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	70,000
2	63,000
3	61,765
4	52,550
5	52,200
AVERAGE	59,903

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	97,922
2	84,500
3	81,500
4	76,500
5	76,080
6	72,750
7	71,500
8	71,400
9	70,848
10	70,390
11	64,012
12	60,500
AVERAGE	74,825

DEANS (DIRECTORS):
LIBERAL ARTS

RANK	SALARY
1	78,500
2	61,355
3	53,840
4	43,500
AVERAGE	59,299

DEANS (DIRECTORS):
LIBRARY SCIENCE

RANK	SALARY
1	62,000
2	60,215
3	52,000
4	50,491
5	49,455
AVERAGE	54,832

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	105,732
2	105,000
3	95,000
4	92,160
5	92,028
6	82,200
7	(82,000)
8	75,700
9	67,800
AVERAGE	88,624

DEANS (DIRECTORS):
MUSIC

RANK	SALARY
1	64,000
2	62,000
3	58,200
4	57,339
5	53,000
6	41,368
AVERAGE	55,985

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	76,505
2	66,873
3	65,000
4	62,500
5	61,440
6	58,908
7	58,310
8	56,065
9	55,700
10	53,500
11	47,718
12	47,412
13	45,000
AVERAGE	58,072

TABLE II (Continued)
—CHICAGO REGION—

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	76,414
2	68,760
3	67,700
4	65,000
5	63,741
6	51,810
AVERAGE	65,571

DEANS (DIRECTORS):
VETERINARY MEDICINE

RANK	SALARY
1	71,740
2	70,000
3	65,520
4	64,000
AVERAGE	67,815

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY
1	68,960
2	65,000
3	64,680
4	59,000
5	56,743
6	53,864
7	50,000
8	50,000
9	45,000
AVERAGE	57,027

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY
1	78,368
2	67,000
3	67,000
4	60,000
5	53,328
6	46,112
AVERAGE	61,968

DEANS (DIRECTORS):
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	58,346
2	54,480
3	52,000
4	49,500
5	39,060
AVERAGE	50,677

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-THREE UNIVERSITIES IN FORTY-FIVE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DALLAS REGION-

The Dallas Region as defined by the Equal Employment Opportunity Commission includes the states of Arkansas, Louisiana, Oklahoma, New Mexico, and Texas. The twenty-three participating universities from this region are as follows:

East Texas State University
Lamar University
Louisiana State University
Louisiana Tech University
New Mexico Institute of Mining and Technology
New Mexico State University
North Texas State University
Northeast Louisiana University
Oklahoma State University
Sam Houston State University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Tech University
University of Arkansas
University of New Mexico
University of New Orleans
University of Oklahoma
University of Southwestern Louisiana
University of Texas at Arlington
University of Texas at Austin
University of Texas at Dallas
University of Texas at El Paso

TABLE II (Continued)
—DALLAS REGION—

PRESIDENT OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	86,000
2	84,750
3	82,791
4	72,829
AVERAGE	81,582

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	131,250
2	121,000
3	114,400
4	97,100
5	94,500
6	90,900
7	87,950
8	86,000
9	84,000
10	78,000
11	70,000
12	68,511
13	68,511
14	68,511
15	65,400
16	54,700
17	54,700
AVERAGE	84,414

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	(88,510)
2	(80,000)
3	76,872
4	76,124
5	75,000
6	72,800
7	71,000
8	65,296
9	64,067
10	64,030
11	60,888
12	59,000
13	58,400
14	58,152
15	56,889
16	55,500
17	50,150
AVERAGE	66,628

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	(88,510)
2	74,000
3	66,000
4	62,353
5	53,480
AVERAGE	68,869

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	58,100
2	57,000
3	56,160
4	56,000
5	54,396
6	54,120
7	53,244
8	51,000
9	50,336
10	50,336
11	49,500
12	48,794
13	48,200
14	48,000
15	47,000
16	45,325
17	44,554
18	43,795
19	42,576
20	41,112
21	39,000
22	38,500
23	24,500
AVERAGE	47,893

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	52,100
2	43,000
3	38,940
4	37,626
5	37,500
6	37,250
7	35,600
8	(35,000)
9	33,320
10	33,000
11	30,000
12	29,904
13	26,760
14	20,370
AVERAGE	35,033

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PAID 1983-1984

TABLE II (Continued)
—DALLAS REGION—

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	67,000
2	58,600
3	55,704
4	53,678
5	52,308
6	49,500
7	48,608
8	45,968
9	44,782
10	44,635
11	44,000
12	43,944
13	43,360
14	(42,480)
15	41,300
16	41,259
17	40,762
18	40,095
19	36,500
20	36,384
21	32,000
AVERAGE	45,851

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	81,620
2	80,000
3	73,488
4	72,525
5	(70,100)
6	66,847
7	64,000
8	63,440
9	(63,000)
10	62,045
11	61,800
12	60,924
13	60,000
14	58,320
15	56,899
16	56,148
17	56,100
18	55,000
19	53,500
20	51,000
21	50,150
AVERAGE	62,709

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	63,000
2	55,400
3	54,000
4	51,900
5	50,892
6	48,800
7	46,910
8	45,028
9	43,800
10	42,250
11	40,000
12	40,000
13	38,786
14	38,688
15	38,308
16	36,020
17	32,585
18	28,000
AVERAGE	44,132

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY
1	49,762
2	44,700
3	43,000
4	38,000
5	34,428
AVERAGE	41,778

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	56,500
2	46,644
3	43,041
4	42,000
5	40,999
6	39,500
7	37,500
8	37,198
9	37,000
10	36,408
11	34,910
12	33,735
13	33,360
AVERAGE	39,907

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	46,330
2	44,087
3	43,600
4	41,500
5	41,000
6	35,568
7	35,082
8	34,944
9	34,092
10	33,722
11	32,794
12	31,000
13	30,000
14	29,560
15	28,980
16	27,642
17	26,885
18	25,000
AVERAGE	34,543

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	54,000
2	51,648
3	46,640
4	46,000
5	45,000
6	38,296
7	37,000
8	36,955
9	34,252
10	31,500
11	31,125
12	30,000
13	29,200
14	27,411
15	25,998
16	25,752
AVERAGE	36,924

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1983-1984

TABLE II (Continued)
—DALLAS REGION—

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	46,400
2	45,200
3	45,000
4	44,300
5	43,624
6	43,207
7	(42,480)
8	42,100
9	40,560
10	39,632
11	36,960
12	36,888
13	36,400
14	35,192
15	35,000
16	(35,000)
17	34,500
18	34,252
19	33,500
20	32,686
21	32,451
22	30,054
23	28,018
AVERAGE	37,978

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	72,000
2	67,740
3	66,880
4	(66,000)
5	65,000
6	62,690
7	62,263
8	61,800
9	60,197
10	57,231
11	56,148
12	56,000
13	53,617
14	53,364
15	51,000
16	50,500
17	49,102
18	19,994
AVERAGE	58,418

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	53,040
2	50,928
3	46,368
4	41,750
5	41,000
6	40,246
7	39,300
8	38,886
9	38,000
10	37,000
11	33,800
12	32,710
13	31,200
14	28,670
AVERAGE	39,493

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	55,000
2	48,667
3	35,290
4	34,810
5	33,020
6	30,996
7	28,600
8	27,733
9	22,535
10	19,462
AVERAGE	33,611

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	50,872
2	48,516
3	(48,000)
4	42,875
5	(41,341)
6	41,294
7	(40,500)
8	40,220
9	39,709
10	39,415
11	38,940
12	38,900
13	(38,825)
14	36,029
15	35,500
16	35,132
17	32,900
18	32,232
19	31,048
20	30,967
21	29,400
22	26,500
AVERAGE	38,142

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	52,537
2	(48,000)
3	45,000
4	44,680
5	(41,341)
6	(40,500)
7	39,810
8	(38,825)
9	36,251
10	35,700
11	34,815
12	34,650
13	34,205
14	34,000
15	32,760
16	32,616
17	32,219
18	32,200
19	31,008
20	24,000
21	23,736
AVERAGE	36,612

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1983-1984

TABLE II (Continued)
—DALLAS REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	41,500
2	41,267
3	39,864
4	38,500
5	37,500
6	36,000
7	35,256
8	34,128
9	34,000
10	34,000
11	33,960
12	33,000
13	32,000
14	31,363
15	31,048
16	30,255
17	30,000
18	29,394
19	29,095
20	28,691
21	27,619
22	26,722
23	24,768
AVERAGE	33,040

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	49,302
2	44,000
3	42,276
4	40,000
5	39,624
6	34,688
7	34,610
8	33,600
9	33,320
10	33,162
11	32,686
12	31,515
13	31,296
14	31,124
15	28,056
16	27,647
17	26,747
18	26,000
19	21,852
20	17,280
AVERAGE	32,939

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	72,623
2	72,000
3	64,106
4	60,530
5	58,764
6	57,500
7	57,200
8	55,120
9	52,477
10	49,741
11	40,000
12	26,784
13	26,076
14	23,160
AVERAGE	51,149

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	(70,100)
2	69,500
3	(66,000)
4	63,444
5	63,000
6	55,000
AVERAGE	64,507

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	70,100
2	62,252
3	56,748
4	53,040
5	44,500
6	40,840
7	40,000
AVERAGE	52,497

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1983-1984

TABLE II (Continued)
—DALLAS REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	54,600
2	51,200
3	49,400
4	47,892
5	47,480
6	45,654
7	42,800
8	41,590
9	41,500
10	40,870
11	38,031
12	37,611
13	33,600
AVERAGE	44,017

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	(51,000)
2	46,644
3	46,552
4	44,784
5	42,958
6	42,600
7	38,256
8	32,000
9	31,918
AVERAGE	41,857

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	57,045
2	54,000
3	51,624
4	(51,000)
5	48,000
6	46,384
7	45,000
8	42,500
9	41,700
10	41,500
11	41,208
12	41,100
13	40,618
14	39,676
15	39,000
16	38,256
17	37,229
18	34,846
19	33,000
20	32,307
21	29,632
AVERAGE	42,125

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	43,400
2	43,200
3	36,720
4	35,880
5	35,200
6	34,428
7	33,540
8	33,444
9	33,000
10	32,064
11	31,659
12	30,900
13	30,195
14	29,973
15	29,630
16	29,052
17	26,547
AVERAGE	33,401

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR PUBLIC
RELATIONS AND/OR INFORMATION

RANK	SALARY
1	(70,800)
2	(70,600)
3	63,000
AVERAGE	68,133

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1983-1984

TABLE II (Continued)
—DALLAS REGION—

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	50,219
2	42,332
3	39,255
4	37,680
5	36,396
6	35,400
7	34,720
8	32,264
9	31,200
10	30,873
11	29,100
12	28,800
13	28,200
14	27,600
15	25,000
16	21,538
AVERAGE	33,161

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR
UNIVERSITY RELATIONS

RANK	SALARY
1	(70,800)
2	(70,600)
3	59,558
4	52,000
5	51,870
6	49,102
AVERAGE	58,988

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	55,008
2	42,031
3	39,200
4	20,000
AVERAGE	39,060

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	79,744
2	73,189
3	(70,800)
4	(70,600)
5	64,000
6	57,073
7	56,148
8	52,224
9	50,000
AVERAGE	63,309

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	55,600
2	52,760
3	52,002
4	47,300
5	45,000
6	44,602
7	44,250
8	(44,000)
9	42,000
10	(41,416)
11	41,000
12	36,500
13	34,812
14	33,000
15	28,502
AVERAGE	42,830

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	45,000
2	(44,000)
3	37,500
4	36,804
5	35,680
6	33,500
7	30,000
8	29,972
9	29,540
10	28,800
11	28,100
12	27,132
AVERAGE	33,836

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF AGRICULTURAL
EXTENSION

RANK	SALARY
1	76,320
2	64,447
3	60,828
4	58,114
AVERAGE	64,927

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1983-1984

TABLE II (Continued)
—DALLAS REGION—

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	81,425
2	(80,000)
3	71,000
4	61,116
5	57,200
AVERAGE	70,148

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	72,180
2	62,400
3	60,000
4	55,000
5	53,000
6	47,897
7	46,946
8	45,760
9	45,068
10	44,516
11	(41,416)
12	37,000
13	34,500
14	32,200
15	29,645
AVERAGE	47,169

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	42,252
2	40,700
3	38,570
4	38,200
5	38,198
6	37,500
7	36,000
8	35,600
9	35,356
10	(34,833)
11	34,000
12	33,000
13	32,500
14	32,197
15	27,500
16	27,048
17	27,040
AVERAGE	34,735

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	76,025
2	70,600
3	70,200
4	64,068
5	58,500
6	53,988
7	52,500
8	47,528
AVERAGE	61,676

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL
DESIGN

RANK	SALARY
1	77,000
2	61,751
3	60,000
4	59,800
5	55,571
6	51,520
7	48,900
AVERAGE	59,220

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	68,400
2	65,800
3	64,480
4	63,500
5	63,400
6	61,600
7	61,296
8	58,600
9	55,002
10	54,490
11	54,096
12	54,000
13	53,988
14	50,526
15	46,500
AVERAGE	58,379

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1983-1984

TABLE II (Continued)
—DALLAS REGION—

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	85,000
2	71,760
3	68,667
4	68,640
5	65,000
6	64,000
7	63,800
8	63,500
9	62,000
10	60,000
11	58,032
12	56,235
13	55,600
14	54,490
15	54,096
16	53,988
17	53,700
18	51,279
19	49,536
20	49,200
21	47,585
AVERAGE	59,815

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	60,831
2	59,232
3	58,500
4	56,000
5	51,850
6	51,000
7	49,038
8	45,200
9	35,654
10	34,320
11	32,047
12	27,818
13	23,906
14	19,600
AVERAGE	43,214

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	75,025
2	71,000
3	65,040
4	64,437
5	58,000
6	57,250
7	56,019
8	56,000
9	56,000
10	55,909
11	55,152
12	54,490
13	54,096
14	53,988
15	52,000
16	51,895
17	49,972
18	49,700
19	48,654
20	48,500
21	40,000
AVERAGE	55,863

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	90,000
2	81,200
3	75,096
4	72,000
5	70,720
6	68,300
7	67,000
8	65,000
9	60,000
10	57,500
11	56,436
12	55,800
13	55,644
14	53,988
15	52,700
16	52,528
AVERAGE	64,620

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	72,000
2	57,452
3	54,000
4	48,400
5	47,585
6	45,055
7	30,800
AVERAGE	50,756

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	76,000
2	(75,000)
3	69,333
4	65,280
5	59,496
6	56,525
7	56,436
8	55,000
9	54,600
10	54,490
11	54,000
12	53,988
13	51,507
14	50,000
15	49,900
16	48,500
17	47,640
18	45,000
19	44,900
20	39,493
AVERAGE	55,354

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TABLE II (Continued)
—DALLAS REGION—

DEANS (DIRECTORS):
HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY
1	53,580
2	48,366
3	26,900
AVERAGE	42,949

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	62,920
2	59,496
3	45,750
4	43,746
5	36,091
6	29,050
AVERAGE	46,176

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	91,000
2	84,786
3	70,000
4	62,000
5	60,200
AVERAGE	73,597

DEANS (DIRECTORS):
LIBERAL ARTS

RANK	SALARY
1	83,000
2	70,050
3	59,801
4	56,400
5	49,700
6	47,585
AVERAGE	61,089

DEANS (DIRECTORS):
LIBRARY SCIENCE

RANK	SALARY
1	55,000
2	52,426
3	40,929
AVERAGE	49,452

DEANS (DIRECTORS):
MUSIC

RANK	SALARY
1	64,167
2	55,031
3	53,415
4	37,152
AVERAGE	52,441

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	72,000
2	61,725
3	60,640
4	49,472
5	48,000
6	31,450
AVERAGE	53,881

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	78,000
2	52,700
3	49,200
AVERAGE	59,967

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY
1	83,000
2	81,500
3	68,640
4	65,329
5	60,500
6	58,500
7	49,700
8	44,970
AVERAGE	64,017

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY
1	66,560
2	66,000
3	52,500
AVERAGE	61,687

DEANS (DIRECTORS):
UNIVERSITY COLLEGE/
GENERAL COLLEGE

RANK	SALARY
1	73,750
2	56,000
3	52,736
4	52,000
5	50,667
6	31,175
AVERAGE	52,721

DEANS (DIRECTORS):
VETERINARY MEDICINE

RANK	SALARY
1	74,361
2	69,821
3	66,600
AVERAGE	70,261

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-THREE UNIVERSITIES IN FORTY-FIVE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-DENVER REGION-

The Denver Region as defined by the Equal Employment Opportunity Commission includes the states of Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming. The fourteen participating universities from this region are as follows:

Colorado School of Mines
Colorado State University
Montana State University
North Dakota State University
South Dakota School of Mines and Technology
South Dakota State University
University of Colorado at Boulder
University of Colorado at Denver
University of Montana
University of North Dakota
University of Northern Colorado
University of Utah
University of Wyoming
Utah State University

TABLE II (Continued)
—DENVER REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	90,000
2	82,500
3	79,300
4	78,000
5	76,164
6	74,500
7	73,000
8	59,500
9	67,569
10	67,568
11	67,275
12	66,240
13	57,604
14	51,636
AVERAGE	71,490

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	71,500
2	69,768
3	(69,600)
4	63,000
5	62,500
6	59,850
7	59,300
8	59,000
9	58,543
10	58,500
11	47,713
12	47,448
AVERAGE	60,560

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	(69,600)
2	65,000
3	46,353
AVERAGE	60,318

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	59,550
2	57,000
3	52,800
4	51,000
5	48,000
6	47,655
7	47,194
8	44,500
9	42,700
10	42,420
11	42,420
12	39,653
13	32,380
AVERAGE	46,710

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	41,500
2	30,000
3	30,000
4	29,200
5	28,704
6	27,400
7	27,000
8	27,000
9	24,000
10	20,371
AVERAGE	28,518

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	60,732
2	57,200
3	51,162
4	48,894
5	48,695
6	43,680
7	42,750
8	41,400
9	40,300
10	39,520
11	39,370
12	32,413
13	28,540
AVERAGE	44,204

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	70,000
2	63,300
3	61,800
4	56,500
5	55,904
6	55,800
7	52,000
8	50,000
9	47,610
AVERAGE	56,990

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	49,500
2	46,306
3	45,745
4	42,000
5	41,759
6	38,200
7	36,500
8	34,896
9	34,335
10	28,249
AVERAGE	39,749

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	44,000
2	31,592
3	29,350
4	27,653
5	20,926
AVERAGE	30,704

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TABLE II (Continued)
—DENVER REGION—

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	49,950
2	35,600
3	33,000
4	30,440
5	27,130
6	23,175
7	22,700
8	16,120
AVERAGE	29,764

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	54,000
2	44,300
3	43,200
4	42,700
5	41,080
6	39,000
7	38,500
8	35,000
9	34,850
10	30,000
11	16,447
AVERAGE	39,098

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	44,000
2	42,500
3	42,000
4	37,000
5	36,984
6	35,000
7	34,957
8	33,400
9	33,200
10	31,000
11	29,550
12	27,150
13	23,567
AVERAGE	34,639

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	63,100
2	56,500
3	55,980
4	52,000
5	51,375
6	49,680
7	49,015
8	47,000
9	47,000
AVERAGE	52,406

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	48,000
2	41,154
3	38,940
4	38,500
5	37,000
6	33,557
7	29,986
AVERAGE	38,162

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	35,124
2	29,500
3	20,502
AVERAGE	28,375

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	46,488
2	41,200
3	39,904
4	39,000
5	37,625
6	34,000
7	32,250
8	31,000
9	29,954
10	(29,744)
11	29,700
12	29,269
13	24,563
AVERAGE	34,207

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	40,392
2	39,407
3	38,400
4	37,744
5	37,700
6	36,000
7	35,124
8	34,500
9	33,080
10	(29,744)
11	28,392
12	22,500
AVERAGE	34,415

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	39,100
2	38,336
3	37,300
4	36,192
5	35,800
6	34,122
7	33,784
8	33,600
9	32,000
10	31,644
11	29,665
12	26,500
13	24,779
14	22,626
AVERAGE	32,532

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1983-1984

TABLE II (Continued)
—DENVER REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	53,000
2	42,000
3	36,500
4	36,000
5	34,768
6	34,680
7	34,462
8	32,736
9	31,444
10	28,400
11	27,274
12	27,100
13	17,031
AVERAGE	33,507

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	78,600
2	67,555
3	60,300
4	57,590
5	56,976
6	56,190
7	50,500
8	48,742
9	39,122
10	25,647
AVERAGE	54,122

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	65,000
2	62,600
3	49,000
4	47,025
AVERAGE	55,906

ADMINISTRATIVE OPERATIONS OFFICERS:
VICE PRESIDENT FOR PLANNING
AND BUDGETING

RANK	SALARY
1	68,928
2	57,000
3	55,900
AVERAGE	60,609

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	51,528
2	45,300
3	43,250
4	35,775
5	22,670
AVERAGE	39,705

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	50,028
2	48,360
3	46,000
4	43,650
5	40,700
6	36,596
7	31,800
8	29,870
9	29,000
10	18,720
AVERAGE	37,472

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	53,000
2	(50,400)
3	48,500
4	41,000
5	37,440
AVERAGE	46,068

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	(50,400)
2	46,000
3	46,000
4	46,000
5	42,254
6	41,508
7	39,840
8	38,114
9	36,640
10	35,550
11	35,100
12	28,592
AVERAGE	40,501

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1983-1984

TABLE II (Continued)
—DENVER REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	43,632
2	41,000
3	39,576
4	26,016
5	25,750
6	19,864
AVERAGE	32,640

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	43,000
2	42,800
3	42,561
4	40,400
5	38,500
6	32,500
7	32,500
8	30,000
9	20,477
AVERAGE	35,860

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR
UNIVERSITY RELATIONS

RANK	SALARY
1	65,099
2	55,000
3	51,000
AVERAGE	57,033

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	43,000
2	42,800
3	42,561
4	40,400
5	38,500
6	32,500
7	32,500
8	30,000
9	20,477
AVERAGE	35,860

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR
UNIVERSITY RELATIONS

RANK	SALARY
1	65,099
2	55,000
3	51,000
AVERAGE	57,033

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	34,000
2	25,000
3	23,081
AVERAGE	27,360

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	49,000
2	48,000
3	46,353
4	42,200
5	38,600
6	(36,200)
7	35,653
8	31,047
AVERAGE	40,882

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	45,000
2	43,551
3	41,300
4	(36,200)
5	32,580
6	31,200
7	30,000
8	29,576
9	27,000
10	26,000
11	25,000
AVERAGE	33,401

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1983-1984

TABLE II (Continued)
—DENVER REGION—

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	60,000
2	56,500
3	54,843
4	54,072
5	44,700
6	43,248
AVERAGE	52,227

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH (CONTRACTS AND GRANTS)

RANK	SALARY
1	70,992
2	62,600
3	57,000
4	56,500
AVERAGE	61,773

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES (CONTRACTS AND GRANTS)

RANK	SALARY
1	46,923
2	45,406
3	(45,033)
4	42,435
5	40,000
6	39,300
7	38,490
8	36,500
9	28,000
AVERAGE	40,231

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	45,406
2	43,500
3	40,700
4	40,100
5	36,200
6	33,000
7	30,195
8	26,052
AVERAGE	36,894

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	57,600
2	56,600
3	56,300
4	55,572
5	54,594
6	45,330
AVERAGE	54,366

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL DESIGN

RANK	SALARY
1	55,000
2	47,600
3	45,640
AVERAGE	49,413

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	66,492
2	66,250
3	55,700
4	52,530
5	52,000
6	51,675
7	50,000
8	46,700
9	44,271
AVERAGE	53,958

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	67,943
2	62,844
3	59,600
4	59,500
5	55,000
6	51,725
7	51,600
8	50,011
9	49,500
AVERAGE	56,414

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1983-1984

TABLE II (Continued)
—DENVER REGION—

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	57,375
2	53,300
3	50,592
4	44,250
5	41,000
6	40,383
7	39,500
8	37,224
9	32,700
10	32,000
AVERAGE	42,832

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	61,405
2	59,472
3	59,414
4	53,200
5	52,500
6	51,800
7	50,200
8	48,300
9	41,382
10	40,000
AVERAGE	51,767

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	75,100
2	67,000
3	65,088
4	57,000
5	56,000
6	56,000
7	55,000
8	54,319
9	52,850
10	47,713
11	39,509
AVERAGE	56,871

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	51,000
2	46,623
3	46,488
4	42,316
AVERAGE	46,607

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	60,000
2	58,250
3	53,250
4	52,000
5	50,500
6	50,000
7	49,000
8	(48,000)
9	(48,000)
10	47,453
11	45,800
12	45,406
13	(45,033)
AVERAGE	50,207

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	57,500
2	52,000
3	50,150
4	41,366
AVERAGE	50,254

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	75,380
2	67,320
3	64,835
4	63,500
5	56,891
AVERAGE	65,595

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	91,416
2	88,911
3	73,300
AVERAGE	84,542

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	58,788
2	56,436
3	53,200
4	50,500
5	49,600
6	46,532
AVERAGE	52,509

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	68,263
2	58,550
3	55,860
4	51,250
5	48,638
6	41,213
AVERAGE	53,962

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY
1	61,000
2	58,600
3	53,500
4	51,250
AVERAGE	56,088

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1983-1984

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-THREE UNIVERSITIES IN FORTY-FIVE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-KANSAS CITY REGION-

The Kansas City Region as defined by the Equal Employment Opportunity Commission includes the states of Iowa, Kansas, Missouri, and Nebraska. The twelve participating universities from this region are as follows:

Central Missouri State University
Iowa State University of Science and Technology
Kansas State University
University of Kansas - Lawrence
University of Missouri - Columbia
University of Missouri - Kansas City
University of Missouri - Rolla
University of Missouri - St. Louis
University of Nebraska - Lincoln
University of Nebraska at Omaha
University of Northern Iowa
Wichita State University

TABLE II (Continued)
—KANSAS CITY REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	89,500
2	80,250
3	73,900
4	73,500
5	70,000
6	68,800
7	68,000
8	67,500
9	63,000
10	62,600
11	60,139
AVERAGE	70,654

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	75,600
2	72,350
3	(67,300)
4	66,200
5	61,600
6	60,000
7	60,000
8	58,000
9	56,650
10	49,591
AVERAGE	62,729

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	70,920
2	68,000
3	(67,300)
4	51,800
AVERAGE	64,505

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	59,030
2	58,000
3	52,580
4	52,140
5	50,000
6	46,600
7	45,500
8	41,580
9	40,575
10	39,000
11	38,480
AVERAGE	47,590

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	40,900
2	37,920
3	37,700
4	36,500
5	36,000
6	35,000
7	33,675
8	33,000
9	26,100
10	23,200
AVERAGE	34,900

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	55,770
2	55,500
3	53,500
4	48,070
5	45,000
6	44,500
7	39,000
8	37,864
9	36,750
10	34,043
11	31,860
AVERAGE	43,796

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	66,900
2	66,650
3	62,000
4	60,400
5	57,000
6	55,500
7	54,050
8	53,700
9	52,320
10	51,450
11	50,000
12	48,610
AVERAGE	56,548

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	46,020
2	46,000
3	46,000
4	40,668
5	39,700
6	39,600
7	34,100
8	33,200
9	31,900
AVERAGE	39,688

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY
1	(62,000)
2	42,350
3	22,150
AVERAGE	42,167

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1983-1984

TABLE II (Continued)
—KANSAS CITY REGION—

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	45,000
2	37,550
3	34,800
4	34,500
5	28,620
AVERAGE	36,094

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	39,000
2	34,626
3	31,600
4	26,600
5	26,300
AVERAGE	31,625

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	42,900
2	38,000
3	37,260
4	36,050
5	33,854
6	32,475
7	29,345
8	28,800
9	28,350
AVERAGE	34,115

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	46,000
2	37,900
3	37,277
4	36,840
5	33,800
6	33,561
7	31,400
8	30,000
9	30,000
10	30,000
AVERAGE	34,678

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	63,600
2	63,500
3	59,600
4	58,200
5	57,540
6	55,400
7	52,000
8	51,000
9	50,050
10	46,177
AVERAGE	55,707

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	44,850
2	43,100
3	42,900
4	42,550
5	40,274
6	37,000
7	25,200
AVERAGE	39,411

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	36,708
2	32,550
3	24,580
AVERAGE	31,279

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	46,607
2	(38,700)
3	38,246
4	37,900
5	37,500
6	35,902
7	35,342
8	(35,000)
9	35,000
10	34,500
11	31,000
12	28,700
AVERAGE	36,200

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	40,000
2	(38,700)
3	37,900
4	35,745
5	(35,000)
6	34,500
7	33,870
8	32,960
9	30,000
10	28,500
11	27,700
AVERAGE	34,080

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	39,650
2	37,080
3	34,845
4	33,050
5	32,250
6	30,400
7	29,800
8	28,650
9	28,100
10	28,000
11	23,000
AVERAGE	31,348

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	53,600
2	52,500
3	39,500
4	39,016
5	38,000
6	37,320
7	35,913
8	29,900
9	26,700
AVERAGE	39,050

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1983-1984

TABLE II (Continued)
—KANSAS CITY REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	65,130
2	64,944
3	60,156
4	55,500
5	51,223
6	22,248
AVERAGE	53,200

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	47,040
2	38,160
3	36,400
4	36,100
5	30,800
6	28,804
AVERAGE	36,217

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	(44,730)
2	44,600
3	44,400
4	40,235
5	39,750
6	31,540
AVERAGE	40,876

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	53,300
2	45,000
3	(44,730)
4	44,000
5	39,800
6	39,700
7	38,250
8	36,300
9	35,937
10	33,800
AVERAGE	41,082

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	38,000
2	31,621
3	30,100
4	29,000
5	28,000
6	27,932
7	27,000
AVERAGE	30,236

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	45,300
2	44,000
3	41,600
4	39,520
5	37,000
6	36,918
7	32,750
AVERAGE	39,584

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	50,900
2	47,742
3	35,000
4	32,150
AVERAGE	41,448

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	(61,700)
2	58,000
3	47,500
AVERAGE	55,733

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1983-1984

TABLE II (Continued)
—KANSAS CITY REGION—

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	57,180
2	(50,000)
3	41,000
4	34,476
5	30,000
AVERAGE	42,531

PUBLIC RELATIONS AND DEVELOPMENT:
. DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	50,860
2	(50,000)
3	46,000
4	38,800
5	38,000
6	29,600
7	24,000
8	22,689
AVERAGE	37,494

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	54,600
2	49,764
3	46,500
4	26,557
5	26,340
6	25,935
AVERAGE	38,283

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	56,910
2	45,200
3	42,800
4	36,000
5	34,900
6	29,000
7	25,969
AVERAGE	38,683

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	69,900
2	66,000
3	65,250
4	59,800
AVERAGE	65,238

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL
DESIGN

RANK	SALARY
1	57,180
2	54,500
3	54,450
AVERAGE	55,377

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	72,864
2	65,200
3	65,000
4	60,930
5	60,500
6	56,150
7	56,100
8	51,000
9	50,000
10	41,436
AVERAGE	57,918

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	65,565
2	63,600
3	59,400
4	57,000
5	56,200
6	55,400
7	53,500
8	52,400
9	51,400
10	41,436
AVERAGE	55,990

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1983-1984

TABLE II (Continued)
—KANSAS CITY REGION—

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	59,000
2	53,150
3	50,190
4	49,771
5	47,850
6	45,000
7	42,328
8	42,150
AVERAGE	49,680

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	62,700
2	58,600
3	58,580
4	55,530
5	55,100
6	54,500
7	54,390
8	52,500
9	49,800
10	49,500
11	41,436
AVERAGE	53,876

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	69,900
2	65,600
3	62,750
4	61,500
5	61,350
6	60,200
7	55,100
AVERAGE	62,343

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	59,464
2	58,320
3	56,800
4	55,300
5	53,900
6	53,500
7	49,000
8	45,200
9	41,436
AVERAGE	52,547

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	62,200
2	57,360
3	54,800
4	53,500
AVERAGE	56,965

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	79,600
2	70,000
3	66,410
4	59,750
AVERAGE	68,940

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	57,800
2	47,600
3	45,800
AVERAGE	50,400

DEANS (DIRECTORS):
VETERINARY MEDICINE

RANK	SALARY
1	65,800
2	65,000
3	60,480
AVERAGE	63,760

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1983-1984

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-THREE UNIVERSITIES IN FORTY-FIVE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-NEW YORK AND BOSTON REGIONS-

For the purposes of this survey, these regions have been combined into one. The New York and Boston Regions as defined by the Equal Employment Opportunity Commission include the states of Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, and Vermont. Puerto Rico and the Virgin Islands are also included in these regions but they are not included in this survey. The ten participating universities from these combined regions are as follows:

City University of New York
Bernard Baruch College
City University of New York
Brooklyn College
State University of New York - Albany
State University of New York - Binghampton
State University of New York - Stony Brook
University of Connecticut
University of Lowell
University of Maine at Orono
University of New Hampshire
University of Vermont

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	85,000
2	82,000
3	78,000
4	69,702
5	69,620
6	69,620
7	67,880
8	64,430
9	63,000
10	60,639
AVERAGE	70,989

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	75,300
2	72,000
3	68,228
4	68,227
5	64,560
6	57,440
7	54,500
8	52,920
AVERAGE	64,152

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	66,570
2	57,733
3	55,205
4	53,375
5	53,000
6	50,144
7	48,950
8	48,000
9	43,000
AVERAGE	52,896

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	(56,210)
2	45,029
3	41,500
4	40,921
5	40,000
6	34,023
7	31,990
8	21,000
AVERAGE	38,834

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	63,400
2	58,000
3	57,292
4	56,772
5	54,500
6	52,200
7	50,144
8	49,360
9	47,000
AVERAGE	54,296

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	73,600
2	66,673
3	66,659
4	65,350
5	58,390
6	55,000
7	49,277
AVERAGE	61,993

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	64,050
2	57,766
3	56,588
4	49,956
5	48,100
6	46,500
7	41,000
AVERAGE	51,994

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	57,651
2	48,322
3	45,473
4	34,700
AVERAGE	46,537

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	41,946
2	39,543
3	32,900
4	32,294
5	31,800
6	21,000
AVERAGE	33,247

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	51,800
2	48,600
3	45,049
4	44,592
5	44,058
6	43,407
7	41,727
8	33,000
AVERAGE	44,029

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	(56,210)
2	50,000
3	48,286
4	47,700
5	46,855
6	46,261
7	37,500
8	32,000
9	26,170
AVERAGE	43,442

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	60,000
2	58,767
3	58,243
4	57,600
5	55,000
6	51,000
7	48,000
AVERAGE	55,516

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	57,300
2	51,162
3	49,000
4	46,420
5	45,000
6	38,434
7	32,330
AVERAGE	45,664

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	58,883
2	34,603
3	25,476
AVERAGE	39,654

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	46,175
2	45,713
3	43,477
4	42,000
5	41,727
6	40,140
7	39,000
8	37,861
9	35,316
AVERAGE	41,268

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	50,000
2	42,370
3	39,000
4	38,547
5	37,476
6	37,353
7	36,800
8	34,740
9	33,820
10	30,965
AVERAGE	38,107

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TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	41,573
2	36,750
3	36,576
4	36,000
5	35,900
6	34,065
7	32,095
AVERAGE	36,137

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	47,020
2	41,727
3	39,456
4	38,500
5	37,616
6	37,060
7	35,316
8	33,720
9	25,000
AVERAGE	37,268

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	65,780
2	56,162
3	55,440
4	53,000
5	49,235
6	46,300
7	26,500
AVERAGE	50,345

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	66,673
2	61,800
3	60,926
4	53,066
5	45,000
AVERAGE	57,493

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	57,557
2	51,000
3	49,000
4	48,000
5	47,000
6	43,688
7	36,500
8	33,587
9	27,943
AVERAGE	43,797

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	53,030
2	50,144
3	46,100
4	42,000
AVERAGE	47,819

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	51,217
2	50,741
3	46,300
4	43,000
5	42,000
6	41,700
7	41,000
8	40,408
9	35,365
AVERAGE	43,581

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	43,205
2	38,245
3	37,500
4	36,810
5	35,000
6	33,459
7	32,000
8	31,830
9	29,604
AVERAGE	34,850

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TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	44,058
2	43,474
3	43,310
4	33,150
5	25,052
6	25,000
7	25,000
AVERAGE	34,149

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	67,800
2	45,900
3	44,240
4	39,624
5	37,124
AVERAGE	46,938

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	41,500
2	41,200
3	31,659
4	30,000
5	30,000
6	29,553
7	27,066
8	26,200
AVERAGE	32,147

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	58,600
2	50,760
3	41,310
AVERAGE	50,223

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH (CONTRACTS AND GRANTS)

RANK	SALARY
1	38,000
2	(54,310)
3	47,572
AVERAGE	53,294

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES (CONTRACTS AND GRANTS)

RANK	SALARY
1	44,552
2	44,430
3	43,183
4	42,000
5	40,983
6	37,115
7	35,000
8	29,087
AVERAGE	39,544

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	51,200
2	41,727
3	38,863
4	36,923
5	36,370
6	35,760
7	33,078
8	26,000
AVERAGE	37,490

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	64,000
2	59,200
3	58,000
4	43,435
AVERAGE	56,159

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PAID 1983-1984

TABLE II (Continued)
—NEW YORK AND BOSTON REGION—

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	67,200
2	67,000
3	61,099
4	59,579
5	49,084
6	48,666
AVERAGE	58,771

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	70,200
2	63,098
3	60,500
4	59,579
5	55,000
6	54,650
7	50,000
8	45,767
AVERAGE	57,349

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	56,000
2	53,895
3	49,387
4	47,500
5	46,370
6	44,246
7	36,149
AVERAGE	47,650

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	60,200
2	59,579
3	59,254
4	59,000
5	58,250
6	46,000
7	42,996
AVERAGE	55,040

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	70,040
2	67,000
3	66,000
4	62,813
5	55,390
6	48,609
7	45,000
AVERAGE	59,265

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	59,000
2	58,000
3	57,557
4	55,000
5	(54,310)
6	46,000
7	42,700
8	41,410
AVERAGE	51,747

DEANS (DIRECTORS):
HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY
1	52,974
2	50,220
3	41,000
AVERAGE	48,065

DEANS (DIRECTORS):
HEALTH PROFESSIONS

RANK	SALARY
1	60,464
2	56,500
3	54,600
AVERAGE	57,188

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	98,800
2	83,621
3	77,692
4	67,200
AVERAGE	81,828

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	58,889
2	55,400
3	53,400
4	52,002
5	31,000
AVERAGE	50,138

DEANS (DIRECTORS):
SCIENCE/TECHNOLOGY

RANK	SALARY
1	63,318
2	59,167
3	45,000
AVERAGE	55,828

DEANS (DIRECTORS):
SOCIAL WORK

RANK	SALARY
1	62,010
2	62,000
3	58,889
AVERAGE	60,966

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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-THREE UNIVERSITIES IN FORTY-FIVE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-PHILADELPHIA REGION-

The Philadelphia Region as defined by the Equal Employment Opportunity Commission includes the states of Delaware, Maryland, Pennsylvania, Virginia, and West Virginia as well as the District of Columbia. For purposes of this survey, the District of Columbia is not included. The nine participating universities from this region are as follows:

College of William and Mary
Indiana University of Pennsylvania
Morgan State University
University of Maryland Baltimore County
University of Maryland at College Park
University of Virginia
Virginia Commonwealth University
Virginia Polytechnic Institute and State University
West Virginia University

TABLE II (Continued)
—PHILADELPHIA REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	81,280
2	80,496
3	76,875
4	71,000
5	67,080
6	65,865
7	60,180
8	52,997
9	51,400
AVERAGE	67,464

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	81,000
2	(71,500)
3	68,250
4	61,640
5	58,980
6	48,518
7	(48,098)
AVERAGE	62,569

ACADEMIC OFFICERS:
PROVOST

RANK	SALARY
1	81,000
2	(71,500)
3	70,000
4	68,700
5	62,000
6	59,000
7	(48,098)
8	36,996
AVERAGE	62,162

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	56,800
2	50,100
3	49,032
4	48,750
5	47,000
6	42,800
7	41,600
8	40,939
9	29,989
AVERAGE	45,223

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	41,100
2	37,008
3	33,193
4	32,455
5	32,000
6	31,504
7	30,056
8	25,971
9	25,971
AVERAGE	32,140

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	58,900
2	52,600
3	52,380
4	50,000
5	48,300
6	46,000
7	42,500
8	37,653
9	36,744
10	27,894
AVERAGE	45,297

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	81,000
2	62,000
3	59,000
4	54,120
5	49,000
6	47,800
7	42,960
8	42,132
AVERAGE	54,739

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	46,680
2	44,000
3	41,590
4	39,100
5	37,092
6	35,471
7	31,039
8	25,571
AVERAGE	37,568

BUSINESS OR FISCAL OFFICERS:
TREASURER

RANK	SALARY
1	44,000
2	31,690
3	28,397
AVERAGE	34,696

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	46,300
2	37,400
3	32,900
4	30,056
AVERAGE	36,664

TABLE II (Continued)
—PHILADELPHIA REGION—

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	46,300
2	40,550
3	35,929
4	35,471
5	30,960
6	22,883
AVERAGE	35,349

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	44,000
2	40,471
3	37,092
4	36,600
5	33,936
6	31,039
7	27,894
AVERAGE	35,862

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	46,975
2	46,300
3	42,397
4	42,397
5	37,900
6	37,092
7	36,450
8	30,056
9	26,601
AVERAGE	38,463

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	58,710
2	58,400
3	57,250
4	49,950
5	48,098
6	45,000
7	45,000
8	40,821
AVERAGE	50,404

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	40,000
2	40,000
3	38,000
4	36,000
5	34,560
AVERAGE	37,712

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	46,200
2	40,750
3	24,039
AVERAGE	36,996

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	(46,800)
2	45,000
3	40,939
4	39,600
5	38,364
6	38,000
7	35,850
8	35,000
9	30,056
AVERAGE	38,845

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	46,748
2	42,600
3	40,900
4	34,500
5	34,313
6	32,500
7	30,056
8	27,000
AVERAGE	36,077

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TABLE II (Continued)
—PHILADELPHIA REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	38,727
2	38,500
3	38,000
4	33,300
5	31,763
6	31,300
7	30,096
8	30,056
9	27,358
AVERAGE	33,233

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	44,300
2	38,000
3	33,750
4	29,066
5	27,300
6	27,150
7	26,450
8	25,000
9	20,719
AVERAGE	30,193

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	65,400
2	56,600
3	55,573
4	55,388
5	54,000
6	47,805
7	46,373
8	33,936
AVERAGE	51,884

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	71,000
2	67,500
3	67,000
4	61,000
5	58,980
6	45,849
AVERAGE	61,888

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	67,000
2	52,000
3	45,000
4	37,200
5	30,000
AVERAGE	46,240

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	50,000
2	47,500
3	46,000
4	44,000
5	36,000
6	33,193
7	32,000
8	19,011
AVERAGE	39,463

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	46,500
2	45,000
3	41,700
4	41,400
5	34,356
6	33,193
7	31,690
8	30,535
9	30,056
AVERAGE	37,159

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TABLE II (Continued)
—PHILADELPHIA REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	58,400
2	46,300
3	42,397
4	38,600
5	33,264
6	32,455
7	27,894
8	27,814
AVERAGE	39,391

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	42,900
2	40,250
3	35,100
4	33,000
5	26,601
6	26,028
7	24,039
8	23,761
AVERAGE	31,460

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	42,500
2	40,500
3	32,455
4	26,688
5	25,971
6	25,428
AVERAGE	32,257

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	44,700
2	(43,700)
3	42,117
4	38,545
5	36,000
6	35,700
AVERAGE	40,127

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	(69,000)
2	65,000
3	45,000
AVERAGE	59,667

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	44,000
2	(43,700)
3	40,300
4	39,576
5	37,000
AVERAGE	40,915

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	35,000
2	32,455
3	31,008
4	27,681
5	24,391
6	20,719
AVERAGE	28,542

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	56,600
2	42,600
3	35,070
4	33,800
5	32,455
6	30,372
7	25,899
AVERAGE	36,685

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1983-1984

TABLE II (Continued)
—PHILADELPHIA REGION—

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	54,500
2	41,000
3	39,700
4	32,600
5	31,787
6	31,092
7	29,066
AVERAGE	37,106

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	65,200
2	61,700
3	51,828
AVERAGE	59,576

DEANS (DIRECTORS):
ARCHITECTURE/ENVIRONMENTAL
DESIGN

RANK	SALARY
1	65,400
2	60,000
3	58,000
AVERAGE	61,133

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	76,800
2	65,500
3	57,500
4	55,450
5	53,832
6	51,700
AVERAGE	60,130

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	67,500
2	66,800
3	66,000
4	60,000
5	59,714
6	56,000
7	46,092
8	45,516
AVERAGE	58,453

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	51,800
2	48,200
3	48,000
4	37,161
AVERAGE	46,290

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	63,500
2	59,400
3	57,309
4	56,000
5	50,000
6	48,000
7	46,000
8	45,516
AVERAGE	53,216

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	72,000
2	68,600
3	68,300
4	55,824
AVERAGE	66,181

TABLE II (Continued)
—PHILADELPHIA REGION—

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	53,000
2	52,000
3	45,516
AVERAGE	50,172

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	(70,125)
2	69,200
3	64,746
4	52,500
5	50,600
6	46,092
7	45,830
8	45,516
AVERAGE	55,576

DEANS (DIRECTORS):
HEALTH/PHYS EDUCATION/RECREATION

RANK	SALARY
1	50,000
2	46,758
3	39,268
AVERAGE	45,009

DEANS (DIRECTORS):
HOME ECONOMICS

RANK	SALARY
1	61,500
2	57,620
3	45,516
AVERAGE	54,879

DEANS (DIRECTORS):
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	64,800
2	46,728
3	46,092
AVERAGE	52,540

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	86,400
2	70,008
3	66,600
AVERAGE	74,336

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	122,000
2	86,350
3	70,008
AVERAGE	92,786

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	60,400
2	54,000
3	44,616
AVERAGE	53,005

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1983-1984

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED THIRTY-THREE UNIVERSITIES IN FORTY-FIVE STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-SAN FRANCISCO REGION-

The San Francisco Region as defined by the Equal Employment Opportunity Commission includes the states of Arizona, California, Hawaii, and Nevada as well as Guam and Samoa. For purposes of this survey, Guam and Samoa are not included. The nine participating universities from this region are as follows:

Arizona State University
California State University, Los Angeles
Northern Arizona University
University of Arizona
University of California, Davis
University of California, Riverside
University of California, Santa Barbara
University of Nevada, Las Vegas
University of Nevada, Reno

TABLE II (Continued)
—SAN FRANCISCO REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	86,213
2	86,213
3	84,000
4	74,500
5	74,500
6	72,940
7	70,260
8	58,500
9	58,500
AVERAGE	73,958

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	82,000
2	75,000
3	71,000
4	71,000
5	60,610
6	57,375
7	57,100
8	54,144
AVERAGE	66,029

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	63,223
2	60,800
3	58,000
4	54,900
5	54,145
6	50,260
7	49,623
8	48,072
9	47,610
AVERAGE	54,070

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	44,517
2	40,500
3	38,380
4	38,000
5	29,000
6	27,031
7	18,282
AVERAGE	33,673

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	59,900
2	55,622
3	51,292
4	48,000
5	46,788
6	45,400
7	42,400
AVERAGE	49,915

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	65,000
2	64,700
3	63,200
4	60,860
5	57,100
6	56,225
7	(54,144)
AVERAGE	60,176

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	65,835
2	53,200
3	47,000
4	46,605
5	45,987
6	45,381
7	42,600
AVERAGE	49,515

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	43,600
2	42,600
3	38,508
4	38,500
AVERAGE	40,802

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	45,700
2	42,000
3	34,500
AVERAGE	40,733

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	54,340
2	52,700
3	52,000
4	47,800
5	42,900
6	39,035
7	29,028
8	28,941
AVERAGE	43,343

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	57,800
2	52,198
3	48,000
4	45,498
5	45,200
6	42,363
7	39,000
8	38,450
9	35,040
AVERAGE	44,839

TABLE II (Continued)
—SAN FRANCISCO REGION—

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS (SERVICES)

RANK	SALARY
1	70,500
2	67,000
3	63,600
4	59,500
5	55,000
6	54,865
7	(54,144)
AVERAGE	60,658

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	56,652
2	48,072
3	47,687
4	46,235
5	43,891
6	40,485
7	37,788
AVERAGE	45,830

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	42,000
2	34,644
3	34,485
4	30,612
5	29,220
6	25,316
AVERAGE	32,880

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	55,692
2	(51,560)
3	41,000
4	38,800
5	36,540
6	36,324
7	35,530
8	28,000
AVERAGE	40,431

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	(51,560)
2	51,445
3	45,700
4	45,500
5	41,000
6	36,324
7	35,000
8	33,252
9	32,148
AVERAGE	41,325

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	43,000
2	40,427
3	40,308
4	40,000
5	39,053
6	38,088
7	37,523
8	35,530
9	33,252
AVERAGE	38,576

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	47,900
2	41,900
3	41,474
4	39,600
5	35,969
6	33,440
AVERAGE	40,047

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—SAN FRANCISCO REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	75,499
2	71,100
3	65,544
4	64,740
5	63,000
6	58,555
7	37,800
8	23,193
AVERAGE	57,424

ADMINISTRATIVE OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	82,000
2	(81,500)
3	71,000
4	70,715
5	68,600
6	56,225
AVERAGE	71,673

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	65,154
2	60,000
3	(54,144)
AVERAGE	59,766

ADMINISTRATIVE OPERATIONS OFFICERS:
VICE PRESIDENT FOR PLANNING
AND BUDGETING

RANK	SALARY
1	56,300
2	48,700
3	(48,072)
AVERAGE	51,024

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	72,000
2	47,686
3	47,095
AVERAGE	55,594

ADMINISTRATIVE OPERATIONS OFFICERS:
ASSISTANT TO THE PRESIDENT

RANK	SALARY
1	57,172
2	54,865
3	53,300
4	42,200
5	42,120
6	40,000
7	29,751
AVERAGE	45,630

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	59,000
2	(48,072)
3	42,000
4	41,761
5	37,000
6	36,972
AVERAGE	44,134

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	64,000
2	52,000
3	48,200
4	47,700
5	46,890
6	43,331
7	42,336
8	41,800
9	41,[illegible]37
AVERAGE	47,495

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1983-1984

TABLE II (Continued)
—SAN FRANCISCO REGION—

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	42,650
2	41,000
3	41,000
4	39,264
5	36,800
6	34,370
AVERAGE	39,181

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS
AND/OR INFORMATION

RANK	SALARY
1	47,900
2	46,344
3	46,149
4	33,907
5	32,000
6	30,000
7	29,904
AVERAGE	38,029

PUBLIC RELATIONS AND DEVELOPMENT:
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	(55,409)
2	48,800
3	31,350
AVERAGE	45,186

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	52,773
2	52,250
3	48,000
4	40,700
5	39,750
6	39,234
7	38,300
8	(33,420)
AVERAGE	43,053

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	45,456
2	38,665
3	36,972
4	35,000
5	35,000
6	34,964
7	(34,420)
8	31,300
AVERAGE	36,472

RESEARCH OFFICERS:
VICE PRESIDENT FOR RESEARCH
(CONTRACTS AND GRANTS)

RANK	SALARY
1	68,000
2	(48,072)
3	46,515
AVERAGE	54,196

RESEARCH OFFICERS:
DIRECTOR OF RESEARCH SERVICES
(CONTRACTS AND GRANTS)

RANK	SALARY
1	(68,400)
2	55,047
3	54,687
4	(48,072)
5	39,900
AVERAGE	53,221

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	55,000
2	48,000
3	45,267
4	44,748
5	33,636
6	25,170
AVERAGE	41,970

TABLE II (Continued)
—SAN FRANCISCO REGION—

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	80,300
2	67,000
3	54,961
4	43,890
AVERAGE	61,538

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	73,100
2	55,800
3	53,380
4	53,096
5	52,465
6	48,072
AVERAGE	55,986

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	70,000
2	67,000
3	55,275
4	54,340
5	54,168
6	54,000
7	48,072
AVERAGE	57,551

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	50,584
2	48,950
3	48,800
4	48,072
5	43,866
6	34,900
AVERAGE	45,862

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	59,252
2	56,600
3	54,000
4	52,200
5	52,119
6	49,500
7	48,072
AVERAGE	53,106

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	75,000
2	73,900
3	68,610
4	66,000
5	54,000
6	54,000
7	48,072
AVERAGE	62,797

DEANS (DIRECTORS):
FINE ARTS

RANK	SALARY
1	64,000
2	57,998
3	54,600
4	48,072
AVERAGE	56,168

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	(68,400)
2	65,600
3	63,237
4	55,172
5	51,843
6	51,730
AVERAGE	59,330

DEANS (DIRECTORS):
LAW

RANK	SALARY
1	86,000
2	76,190
3	62,178
AVERAGE	74,789

DEANS (DIRECTORS):
MEDICINE

RANK	SALARY
1	115,000
2	95,000
3	86,700
4	65,700
AVERAGE	90,600

DEANS (DIRECTORS):
NURSING

RANK	SALARY
1	61,000
2	53,973
3	51,861
AVERAGE	55,611

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES
PAID AMONG ONE HUNDRED THIRTY-THREE UNIVERSITIES IN FORTY-FIVE STATES
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS
-SEATTLE REGION-

The Seattle Region as defined by the Equal Employment Opportunity Commission includes the states of Alaska, Idaho, Oregon, and Washington. The six participating universities from this region are as follows:

Idaho State University
Oregon State University
University of Alaska at Fairbanks
University of Idaho
University of Oregon
Washington State University

TABLE II (Continued)
—SEATTLE REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION

RANK	SALARY
1	94,036
2	88,855
3	72,528
4	72,528
5	59,988
6	56,856
AVERAGE	74,132

ACADEMIC OFFICERS:
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	86,902
2	65,460
3	56,501
4	56,101
5	50,008
AVERAGE	62,994

ACADEMIC OFFICERS:
DIRECTOR OF LIBRARIES

RANK	SALARY
1	73,819
2	53,600
3	50,942
4	46,792
5	39,002
AVERAGE	52,631

ACADEMIC OFFICERS:
DIRECTOR OF AFFIRMATIVE ACTION PROGRAM

RANK	SALARY
1	43,014
2	31,584
3	31,407
4	30,750
5	25,662
6	24,768
AVERAGE	31,198

ACADEMIC OFFICERS:
DIRECTOR OF COMPUTING SERVICES

RANK	SALARY
1	49,500
2	48,000
3	45,748
4	35,559
AVERAGE	44,702

BUSINESS OR FISCAL OFFICERS:
VICE PRESIDENT FOR BUSINESS

RANK	SALARY
1	71,531
2	67,000
3	56,501
4	50,008
AVERAGE	61,260

BUSINESS OR FISCAL OFFICERS:
CONTROLLER

RANK	SALARY
1	47,303
2	42,950
3	33,700
AVERAGE	41,318

BUSINESS OR FISCAL OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	48,000
2	47,290
3	47,251
4	39,046
AVERAGE	45,394

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1983-1984

TABLE II (Continued)
—SEATTLE REGION—

BUSINESS OR FISCAL OFFICERS:
INTERNAL AUDITOR

RANK	SALARY
1	37,524
2	33,867
3	32,376
4	26,079
AVERAGE	32,462

BUSINESS OR FISCAL OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	55,515
2	52,188
3	48,000
4	40,194
5	35,329
6	31,049
AVERAGE	43,713

BUSINESS OR FISCAL OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	62,628
2	42,967
3	37,524
4	37,524
5	28,940
6	28,689
AVERAGE	39,712

STUDENT AFFAIRS OFFICERS:
VICE PRESIDENT FOR STUDENT AFFAIRS
(SERVICES)

RANK	SALARY
1	50,102
2	49,256
3	48,840
AVERAGE	49,399

STUDENT AFFAIRS OFFICERS:
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	72,800
2	54,154
3	43,222
4	42,201
5	31,299
AVERAGE	48,735

STUDENT AFFAIRS OFFICERS:
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	55,310
2	40,367
3	32,086
AVERAGE	42,588

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	(66,435)
2	(46,584)
3	42,565
4	(42,198)
5	39,000
6	29,524
AVERAGE	44,384

STUDENT AFFAIRS OFFICERS:
REGISTRAR

RANK	SALARY
1	(66,435)
2	(46,584)
3	43,605
4	(42,198)
5	37,080
6	36,081
AVERAGE	45,331

TABLE II (Continued)
—SEATTLE REGION—

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF FINANCIAL AID

RANK	SALARY
1	52,686
2	40,512
3	38,674
4	37,000
5	31,487
6	29,499
AVERAGE	38,310

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF HOUSING

RANK	SALARY
1	44,790
2	40,776
3	40,238
4	38,916
5	36,102
6	29,295
AVERAGE	38,353

STUDENT AFFAIRS OFFICERS:
DIRECTOR OF STUDENT HEALTH CENTER

RANK	SALARY
1	59,300
2	55,917
3	55,752
4	55,416
5	52,963
6	51,699
AVERAGE	55,175

ADMINISTRATIVE OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	58,008
2	57,202
3	52,900
4	46,521
AVERAGE	53,558

ADMINISTRATIVE OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	58,680
2	49,444
3	28,540
AVERAGE	45,555

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF FACILITIES PLANNING

RANK	SALARY
1	43,216
2	(36,864)
3	34,389
AVERAGE	38,156

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PHYSICAL PLANT

RANK	SALARY
1	69,118
2	50,000
3	45,624
4	43,740
5	40,674
6	35,141
AVERAGE	47,383

ADMINISTRATIVE OPERATIONS OFFICERS:
DIRECTOR OF PUBLIC SAFETY

RANK	SALARY
1	52,936
2	38,422
3	35,335
4	27,540
AVERAGE	38,558

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—SEATTLE REGION—

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION

RANK	SALARY
1	48,963
2	35,200
3	35,006
4	35,000
5	34,995
AVERAGE	37,833

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	55,050
2	50,175
3	48,600
4	36,018
AVERAGE	47,461

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF ALUMNI SERVICES

RANK	SALARY
1	44,000
2	38,732
3	35,000
4	32,500
5	27,812
AVERAGE	35,609

PUBLIC RELATIONS AND DEVELOPMENT:
DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	64,340
2	60,750
3	51,511
AVERAGE	58,867

RESEARCH OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	69,617
2	48,488
3	38,002
4	(36,864)
5	31,508
AVERAGE	44,896

DEANS (DIRECTORS):
AGRICULTURE

RANK	SALARY
1	89,918
2	71,623
3	67,704
4	53,996
AVERAGE	70,810

DEANS (DIRECTORS):
ARTS AND SCIENCES

RANK	SALARY
1	81,827
2	68,525
3	55,879
4	51,803
AVERAGE	64,534

DEANS (DIRECTORS):
BUSINESS/INDUSTRIAL MANAGEMENT

RANK	SALARY
1	72,030
2	65,688
3	65,358
4	58,772
5	48,027
6	45,999
AVERAGE	59,312

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE II (Continued)
—SEATTLE REGION—

DEANS (DIRECTORS):
CONTINUING EDUCATION (EXTENSION)

RANK	SALARY
1	53,064
2	44,000
3	35,016
AVERAGE	44,027

DEANS (DIRECTORS):
EDUCATION

RANK	SALARY
1	75,649
2	63,839
3	55,000
4	52,800
5	51,010
6	42,512
AVERAGE	56,802

DEANS (DIRECTORS):
ENGINEERING

RANK	SALARY
1	83,054
2	63,800
3	60,753
4	52,012
5	44,182
AVERAGE	60,760

DEANS (DIRECTORS):
GRADUATE

RANK	SALARY
1	60,600
2	48,880
3	48,796
4	40,006
AVERAGE	49,571

DEANS (DIRECTORS):
LIBERAL ARTS

RANK	SALARY
1	61,270
2	53,500
3	43,143
AVERAGE	52,638

DEANS (DIRECTORS):
PHARMACY

RANK	SALARY
1	57,776
2	56,888
3	41,528
AVERAGE	52,064

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
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TABLE III

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG THIRTY-THREE UNIVERSITY SYSTEMS IN TWENTY-EIGHT STATES

This table summarizes the data for thirty-three university systems in twenty-eight states. For making these data available, the University of Arkansas is grateful to the following university systems:

California State Universities and Colleges
Indiana University
Louisiana State University System
Montana University System
North Dakota State University
Oregon State System of Higher Education
Southern Illinois University
State University and Community College System of Tennessee
State University of New York System
State University System of Florida
Texas A & M University System
University of Alabama System
University of Alaska Statewide System of Higher Education
University of Arkansas System
University of California System
University of Colorado
University of Hawaii System
University of Houston System
University of Illinois System
University of Kansas
University of Maine
University of Maryland
University of Massachusetts
University of Missouri
University of Nebraska
University of Nevada System
University of North Carolina
University of South Carolina
University of Tennessee
University of Texas System
University of Wisconsin System
University System of New Hampshire
University System of South Texas

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

CHIEF EXECUTIVE OFFICER:
PRESIDENT/CHANCELLOR

RANK	SALARY
1	150,000
2	143,000
3	132,600
4	127,500
5	100,000
6	96,369
7	95,000
8	93,133
9	92,400
10	89,340
11	89,250
12	87,000
13	87,000
14	84,200
15	80,358
16	80,328
17	80,000
18	80,000
19	80,000
20	77,174
21	76,500
22	76,375
23	76,100
24	72,380
25	71,463
26	70,567
27	69,800
28	69,050
29	68,310
30	67,569
31	63,000
32	62,700
33	53,460
AVERAGE	86,119

ACADEMIC OFFICERS:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	130,000
2	94,036
3	87,000
4	84,000
5	82,000
6	81,071
7	80,340
8	77,647
9	(75,888)
10	75,720
11	75,000
12	73,000
13	(69,000)
14	68,500
15	67,500
16	67,000
17	65,542
18	64,700
19	63,191
20	60,000
21	59,850
22	59,500
23	59,152
24	57,588
25	57,125
26	56,637
27	55,000
28	54,048
29	48,655
AVERAGE	70,644

ACADEMIC OFFICERS:
ASSOCIATE VICE PRESIDENT /
VICE CHANCELLOR

RANK	SALARY
1	67,341
2	61,928
3	58,001
4	56,088
5	(51,600)
6	46,775
7	45,700
AVERAGE	55,348

ACADEMIC OFFICERS:
ASSISTANT VICE PRESIDENT /
VICE CHANCELLOR

RANK	SALARY
1	55,000
2	54,212
3	52,350
4	44,125
5	42,000
6	38,500
7	37,823
8	34,611
9	33,650
AVERAGE	43,586

ACADEMIC OFFICERS:
DIRECTOR

RANK	SALARY
1	67,000
2	55,825
3	51,918
4	34,650
AVERAGE	52,348

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1983-1984

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

OPERATIONS OFFICERS:
EXECUTIVE VICE PRESIDENT / VICE CHANCELLOR

RANK	SALARY
1	97,800
2	96,000
3	94,036
4	92,000
5	(75,888)
6	75,000
7	73,704
8	71,400
9	71,040
10	(69,000)
11	67,125
12	67,020
13	66,130
14	61,500
AVERAGE	75,975

OPERATIONS OFFICERS:
ADMINISTRATIVE VICE PRESIDENT / VICE CHANCELLOR

RANK	SALARY
1	82,000
2	70,260
3	(70,109)
4	64,730
5	60,871
6	59,235
7	57,875
8	56,637
9	43,202
AVERAGE	62,771

OPERATIONS OFFICERS:
ASSOCIATE VICE PRESIDENT / VICE CHANCELLOR

RANK	SALARY
1	52,583
2	44,986
3	43,730
AVERAGE	47,100

OPERATIONS OFFICERS:
EXECUTIVE ASSISTANT/ASSISTANT TO THE PRESIDENT/CHANCELLOR

RANK	SALARY
1	69,875
2	67,600
3	60,000
4	55,500
5	54,526
6	52,965
7	52,187
8	(51,600)
9	51,000
10	50,726
11	49,500
12	46,750
13	45,332
14	44,187
15	43,625
16	43,176
17	40,935
18	40,900
19	34,815
20	34,257
21	33,000
22	26,099
AVERAGE	47,662

OPERATIONS OFFICERS:
LEGAL COUNSEL

RANK	SALARY
1	87,700
2	83,000
3	81,000
4	74,980
5	71,256
6	68,600
7	68,273
8	63,191
9	62,400
10	61,300
11	60,600
12	57,200
13	56,000
14	55,700
15	55,121
16	53,484
17	52,000
18	50,230
19	49,968
20	48,655
21	47,904
22	46,317
23	45,800
24	45,723
25	44,890
26	43,200
AVERAGE	59,019

OPERATIONS OFFICERS:
DIRECTOR OF INSTITUTIONAL RESEARCH

RANK	SALARY
1	(62,785)
2	57,366
3	56,500
4	51,265
5	48,100
6	46,955
7	40,500
8	37,600
9	36,620
10	34,728
11	33,140
12	32,112
13	30,108
14	29,323
15	29,283
AVERAGE	41,759

OPERATIONS OFFICERS:
SECRETARY TO THE BOARD

RANK	SALARY
1	83,200
2	73,584
3	64,200
4	60,000
5	57,408
6	54,100
7	(53,400)
8	52,500
9	51,980
10	49,000
11	43,680
12	43,289
13	35,277
14	34,726
15	32,659
16	28,649
17	27,257
18	26,520
19	24,000
20	22,900
21	20,900
AVERAGE	44,725

UNIVERSITY OF ARKANSAS
OFFICE OF INSTITUTIONAL RESEARCH
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1983-1984

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

FINANCE AND BUSINESS OFFICERS:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	84,500
2	(83,000)
3	80,100
4	80,000
5	79,180
6	73,716
7	(70,109)
8	68,500
9	67,000
10	66,650
11	64,470
12	63,191
13	61,600
14	61,047
15	60,871
16	60,000
17	60,000
18	57,743
19	57,330
20	55,904
21	55,644
22	55,625
23	54,900
24	54,500
25	53,424
26	50,000
AVERAGE	64,577

FINANCE AND BUSINESS OFFICERS:
ASSOCIATE VICE PRESIDENT/
VICE CHANCELLOR

RANK	SALARY
1	64,000
2	61,692
3	56,088
4	54,024
5	52,606
6	49,692
7	44,250
AVERAGE	54,622

FINANCE AND BUSINESS OFFICERS:
ASSISTANT VICE PRESIDENT/
VICE CHANCELLOR

RANK	SALARY
1	52,920
2	52,100
3	51,000
4	43,600
5	42,067
6	37,650
7	35,712
AVERAGE	45,007

FINANCE AND BUSINESS OFFICERS:
BUDGET OFFICER

RANK	SALARY
1	77,500
2	62,712
3	60,500
4	60,000
5	59,500
6	55,500
7	51,350
8	50,849
9	46,000
10	45,250
11	45,036
12	39,925
13	36,120
14	36,000
15	34,439
16	32,400
17	30,529
18	30,400
AVERAGE	47,445

FINANCE AND BUSINESS OFFICERS:
BUSINESS MANAGER

RANK	SALARY
1	72,800
2	37,296
3	35,925
4	26,200
AVERAGE	43,055

FINANCE AND BUSINESS OFFICERS:
CONTROLLER

RANK	SALARY
1	(83,000)
2	70,000
3	60,000
4	55,700
5	54,500
6	53,000
7	50,652
8	50,150
9	49,000
10	45,030
11	43,000
12	42,086
13	42,000
14	41,625
15	34,896
16	33,700
AVERAGE	50,521

UNIVERSITY OF ARKANSAS
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES
PAID 1983-1984

TABLE III (Continued)
—UNIVERSITY SYSTEMS—

FINANCE AND BUSINESS OFFICERS:
AUDITOR

RANK	SALARY
1	63,377
2	58,590
3	54,300
4	53,700
5	51,000
6	45,100
7	44,850
8	44,249
9	43,525
10	43,428
11	43,236
12	42,000
13	41,712
14	40,178
15	36,100
16	36,000
17	35,000
18	34,874
19	33,143
20	32,360
21	32,079
22	32,000
AVERAGE	42,764

FINANCE AND BUSINESS OFFICERS:
TREASURER

RANK	SALARY
1	87,700
2	59,000
3	54,000
4	53,000
5	50,900
6	47,722
7	46,825
8	44,930
9	41,562
AVERAGE	53,960

FINANCE AND BUSINESS OFFICERS:
DIRECTOR OF PERSONNEL

RANK	SALARY
1	(62,785)
2	60,000
3	57,500
4	56,500
5	54,000
6	48,763
7	48,655
8	46,000
9	45,000
10	44,700
11	44,700
12	43,039
13	42,311
14	42,000
15	35,950
16	35,053
17	32,500
18	27,150
AVERAGE	45,923

PUBLIC RELATIONS OFFICERS
INFORMATION SERVICES:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	77,000
2	70,000
3	59,262
4	53,004
5	50,219
6	47,700
7	45,900
AVERAGE	57,594

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TABLE III (Continued)
—UNIVERSITY SYSTEMS—

PUBLIC RELATIONS OFFICERS
INFORMATION SERVICES:
DIRECTOR

RANK	SALARY
1	(62,785)
2	55,500
3	52,500
4	47,840
5	47,482
6	44,100
7	43,600
8	43,065
9	42,573
10	42,500
11	41,000
12	40,400
13	39,640
14	35,300
15	35,084
16	31,000
17	30,000
18	24,000
19	22,000
AVERAGE	41,072

PUBLIC RELATIONS OFFICERS
LEGISLATIVE RELATIONS:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	80,309
2	66,597
3	60,871
4	58,373
5	56,000
6	(53,400)
7	48,630
8	41,900
AVERAGE	58,260

PUBLIC RELATIONS OFFICERS
LEGISLATIVE RELATIONS:
DIRECTOR

RANK	SALARY
1	75,000
2	70,700
3	67,920
4	59,430
5	56,000
6	51,400
7	51,000
8	44,700
9	43,826
10	42,500
11	40,000
12	39,925
AVERAGE	53,533

PUBLIC RELATIONS OFFICERS
DEVELOPMENT:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	77,530
2	64,039
3	63,191
4	57,073
5	52,396
AVERAGE	62,846

PUBLIC RELATIONS OFFICERS
DEVELOPMENT:
DIRECTOR

RANK	SALARY
1	67,300
2	65,603
3	38,075
4	37,750
5	36,453
6	32,200
7	28,875
AVERAGE	43,751

UNIVERSITY OF ARKANSAS
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TABLE III (Continued)
—UNIVERSITY SYSTEMS—

FACILITIES (CAMPUS PLANNING
AND DEVELOPMENT) OFFICERS:
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	71,000
2	64,000
3	59,448
4	58,428
5	49,045
6	45,680
AVERAGE	57,934

FACILITIES (CAMPUS PLANNING
AND DEVELOPMENT) OFFICERS:
ASST VICE PRES/VICE CHANCELLOR

RANK	SALARY
1	54,500
2	54,212
3	52,000
4	51,418
5	40,419
6	39,420
AVERAGE	48,662

FACILITIES (CAMPUS PLANNING
AND DEVELOPMENT) OFFICERS:
DIRECTOR

RANK	SALARY
1	77,875
2	63,000
3	56,000
4	48,800
5	47,916
6	46,881
7	45,800
8	42,689
9	41,500
10	40,800
11	36,648
12	35,500
13	32,120
AVERAGE	47,348